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Financing of the United Nations Mission in Liberia

Budget for the United Nations Mission in Liberia for the period from 1 August 2003 to 30 June 2004

Report of the Secretary-General

Contents

		Paragraphs	Page
I.	Mandate and planned results	1–5	4
II.	Resource requirements	6–129	15
	A. Financial resources	6	15
	B. Human resources	7–8	16
	C. Substantive offices	9–129	17
III.	Analysis of resource requirements	130–151	46
IV.	Actions to be taken by the General Assembly	152	52
V.	Organization charts		53

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Summary

The present report contains the budget for the United Nations Mission in Liberia (UNMIL) for the period from 1 August 2003 to 30 June 2004, which amounts to $564,614,300, including budgeted voluntary contributions in kind totalling $120,000. Of this amount, $9,688,300 represents expenditures incurred by UNMIL for the period from 1 August to 30 September 2003, and $554,926,000 covers its estimated requirements for the period from 1 October 2003 to 30 June 2004.

The budget provides for the phased deployment of 14,785 military contingent personnel, 215 military observers, 1,115 civilian police officers including 360 formed police personnel, 893 international civilian personnel, including 286 United Nations Volunteers and 768 national staff.

The total resource requirements for UNMIL for the period from 1 August 2003 to 30 June 2004 have been linked to the Mission's objective through a number of results-based frameworks, grouped by components, namely, ceasefire, humanitarian and human rights, security reform, peace process and support. The financial resources for operational items have been linked to the support component by at least one quantitative output for each of the major operational classes.

Financial resources

(Thousands of United States dollars)

Budget periods are from 1 August to 30 September 2003 and from 1 October 2003 to 30 June 2004

	Cost estimates for the period from 1 August 2003 to 30 June 2004		
	Expenditures	*Cost estimates*	
Category of expenditure	*1 August to 30 September 2003 (1)*	*1 October 2003 to 30 June 2004 (2)*	*Total (3) = (1)+(2)*
Military and police personnel	396.0	199 891.3	200 287.3
Civilian personnel	1 891.5	49 763.8	51 655.3
Operational costs	7 400.8	305 150.9	312 551.7
Gross requirements	**9 688.3**	**554 806.0**	**564 494.3**
Income from staff assessment	214.3	4 995.7	5 210.0
Net requirements	**9 474.0**	**549 810.3**	**559 284.3**
Voluntary contributions in kind (budgeted)	—	120.0	120.0
Total requirements	**9 688.3**	**554 926.0**	**564 614.3**

Human resources

Category of personnel[a]	*Proposed*
Military observers	215
Military contingents	14 785
Civilian police	755
Formed police units	360
International staff	607
National staff	768
United Nations Volunteers	286

[a] Represents highest level of authorized strength.

The actions to be taken by the General Assembly are set out in section IV of the present report.

I. Mandate and planned results

1. The process leading up to the establishment of the United Nations Mission in Liberia (UNIMIL) is shown in table 1 below.

Table 1

Date	*Decision day timing*	*Description*
29 July 2003	D-52 days	The Secretary-General presented his letter to the President of the Security Council proposing the establishment of a United Nations peacekeeping operation in Liberia (S/2003/769)
1 August 2003	D-49 days	The Security Council declared its readiness to establish a United Nations stabilization force in Liberia (Security Council resolution 1497 (2003))
4 September 2003	D-15 days	The Advisory Committee on Administrative and Budgetary Questions provided commitment authority in the amount of $47,462,700 to meet the cost of initial critical logistical and personnel requirements of the operation in Liberia for the period from 1 August to 31 December 2003
11 September 2003	D-8 days	The Secretary-General presented his report on Liberia to the Security Council (S/2003/875), recommending the establishment of a multidimensional United Nations peacekeeping operation in Liberia, the United Nations Mission in Liberia (UNMIL)
19 September 2003	Decision day	The Security Council decided to establish UNMIL for an initial period of 12 months (Security Council resolution 1509 (2003))
29 October 2003	D+40 days	The budget for UNMIL is completed

2. The United Nations Mission in Liberia is mandated to help the Security Council achieve an overall objective, namely, to assist the National Transitional Government of Liberia to implement the Comprehensive Peace Agreement and the Ceasefire Agreement, to facilitate the provision of humanitarian assistance and to maintain peace and security in Liberia.

3. During the budget period, the Mission will, through its mandated activities, produce a number of key outputs, which will contribute to the expected accomplishments as shown in the frameworks below. These frameworks are grouped by standard components, namely, ceasefire, humanitarian and human rights, security reform, peace process and support, which reflect, rather than determine, the common programmatic nature of the expected accomplishments and outputs contained in the components.

4. The expected accomplishments would lead to the fulfilment of the Security Council's objective within the time frame of the Mission and the indicators of achievement would serve as milestones and provide a measurement of progress towards such accomplishments. The financial resources for operational items have

been linked to the support component by identifying at least one quantitative output for each of the major operational classes.

5. The initial budget has been prepared on the basis of the recommendations of the technical survey team and takes into account the tentative deployment schedule of military and civilian personnel. In this connection, budgetary provision has only been made during this period for 75 per cent of the total requirements of the Mission for the acquisition of vehicles and other items of major equipment. The budget provides for the phased deployment of 14,785 military contingent personnel, 215 military observers, 1,115 civilian police officers, including 360 formed police personnel, 893 international civilian personnel, including 286 United Nations Volunteers and 768 national staff, the establishment of the Mission headquarters in Monrovia, as well as for the administrative and logistical support to its military and civilian personnel deployed to 4 sectors and 15 counties (districts) throughout Liberia.

Component 1: Ceasefire

Expected accomplishments	*Indicators of achievement*
1.1. Consolidated and strengthened peace and security in Liberia	1.1.1. Joint Monitoring Committee established
	1.1.2. Increased freedom of movement for the general population throughout Liberia
	1.1.3. Zero serious violations of the ceasefire agreement
	1.1.4. Monrovia and surrounding areas are free of unauthorized weapons

Outputs

- 2,096,640 troop patrol days conducted to observe and monitor the implementation of the ceasefire agreement (40 troops patrol, 48 patrols per sector, 4 sectors, 273 days)
- 524,160 troop-manned checkpoints or observation post days to observe and monitor the disengagement and cantonment of military forces of the parties to the Comprehensive Peace Agreement (10 troops per checkpoint or observation posts, 48 checkpoints or observation posts per sector, 4 sectors for 273 days)
- 218,400 troop patrol days to monitor the disengagement and cantonment of military forces of the parties to the Comprehensive Peace Agreement (10 troops per patrol, 20 patrols per sector, 4 sectors for 273 days)
- 5,000 air patrol hours to investigate violations of the ceasefire along Liberian borders (50 hours per month for MI 24 for 8 helicopters for seven months at 55 hours a month, for MI 8 (MT) for 8 helicopters for five months)
- 109,200 troop patrol days to investigate violations of the ceasefire along Liberian borders (5 military observers per patrol, 20 patrols per sector, 4 sectors for 273 days)
- 218,400 troop secured key installation days particular ports, airfields and other vital infrastructure in major cities and towns (20 troops per key installation, 10 installations per sector, 4 sectors for 273 days)
- Maintained continuous liaison on weekly basis, with the field headquarters of the parties' to the Comprehensive Peace Agreement

- Supported the work of the Joint Monitoring Committee, including secretariat functions
- Advised the Joint Monitoring Committee on its responsibilities under the Comprehensive Peace Agreement and the ceasefire agreement, including the development of operating guidelines
- Protected civilians under imminent threat of physical violence

Expected accomplishments	*Indicators of achievement*
1.2. Progress towards the reintegration of ex-combatants into Liberian civil society, including meeting the special needs of child combatants, women and the repatriation, where appropriate, of non-Liberian ex-combatants	1.2.1. National Transitional Government of Liberia established the National Commission for Disarmament, Demobilization, Rehabilitation and Reintegration 1.2.2. Combatants come forward to surrender their weapons

Outputs

- Assisted, in cooperation with the Joint Monitoring Committee, relevant international financial institutions, international development organizations, and donors, in the development of an action plan for the overall implementation of a disarmament, demobilization, reintegration and repatriation programme for all armed parties
- Secured cantonment sites throughout Liberia
- Conducted voluntary disarmament and demobilization of all child soldiers, particularly girls and destroy their weapons and ammunition
- Conducted voluntary disarmament and demobilization of adult combatants and destroy their weapons and ammunition
- Conducted workshops throughout Liberia to engage civil society in the disarmament, demobilization, reintegration and repatriation process
- Designed and carried out a nationwide, multimedia public information programme in support of the disarmament, demobilization, reintegration and repatriation process, including: television, radio, national newspapers, posters, newsletters and leaflets
- Executed joint peacekeeping in the region, related to the disarmament, demobilization, reintegration and repatriation process

External factors

- Parties to the conflict are willing to implement the Comprehensive Peace Agreement
- Troop-contributing countries will provide the necessary military and civilian police capabilities approved by the Security Council

Component 2: Humanitarian and human rights

Expected accomplishments	*Indicators of achievement*
2.1. Improved humanitarian conditions in Liberia	2.1.1. Liberian parties signed an agreement on the free and unimpeded access for humanitarian agencies for the purpose of distribution of humanitarian aid and assistance in Liberia
	2.1.2. Increased access by humanitarian agencies to populations in need
	2.1.3. Safe and sustainable repatriation of 50,000 Sierra Leone and Côte d'Ivoire refugees living in Liberia
	2.1.4. Reduction in the number of internally displaced persons within Liberia
	2.1.5. Return of 300,000 Liberian refugees

Outputs

- Escorted daily humanitarian convoys and secured humanitarian distribution points
- Coordinated international humanitarian efforts in Liberia
- Administered the quick-impact projects
- Conducted quarterly workshops of five days in three sector locations to foster improved humanitarian conditions
- Conducted a nationwide environmental impact assessment (deforestation, mining, effect of wildlife) in concert with the National Transitional Government, in order to benchmark the steps to be taken in restoring proper administration of natural resources
- Assisted the Transitional Government in restoring proper administration of natural resources

Expected accomplishments	*Indicators of achievement*
2.2. Progress towards the promotion and protection of human rights, fundamental freedoms and national reconciliation in Liberia	2.2.1. National Transitional Government of Liberia ratifies the International Covenant on Civil and Political Rights, International Covenant on Economic, Social and Cultural Rights and the statute of the International Criminal Court
	2.2.2. Reduction in the number and severity of reported human rights violations
	2.2.3. Alleged human rights violations are investigated by the national authorities
	2.2.4. The Independent National Commission on Human Rights is established
	2.2.5. Perpetrators of human rights violations and abuses are brought to justice
	2.2.6. Truth and Reconciliation Commission is established

Outputs

- Conducted one national and three sector preparatory workshops on the establishment of the Independent National Commission on Human Rights
- Developed a programme to establish the Independent National Commission on Human Rights, including recommendations for legislation
- Conducted one national and three sector preparatory seminars on the establishment of a Truth and Reconciliation Commission
- Developed a programme to establish the Truth and Reconciliation Commission, including recommendations for legislation
- Conducted 15 county, four sector and two national workshops to facilitate the development of a national human rights strategy and plan of action
- Monitored human rights in 15 counties in Liberia
- Established human rights societies in at least one secondary or tertiary school in each of the 15 counties
- Established a human rights information and research centre with 10 research workstations in Monrovia
- Conducted 30 human rights assessment missions throughout Liberia, with emphasis on abuses and violations relating to children and women
- Conducted 23 human rights awareness workshops for humanitarian actors, national non-governmental and civil society organizations, especially in relation to vulnerable groups, including children and women
- Conducted five workshops on treaty reporting for ministerial civil servants who have direct responsibility for reporting to human rights treaty bodies
- Conducted three workshops for government officials to create awareness on the International Covenant on Civil and Political Rights, International Covenant on Economic, Social and Cultural Rights and the statute of the International Criminal Court, in order to encourage ratification
- Conducted 10 special investigation missions and reports on gross violations of human rights
- Conducted 30 investigation missions and reports, including forensic analysis prepared, on gross violations of human rights, with specific attention to war-related massacres and mass graves
- Investigated and documented 3,000 cases of human rights abuses and violations throughout Liberia
- Assisted 50 victims of serious human rights abuses and violations in seeking redress through the national judicial system
- Mentored 15 human rights non-governmental organizations in building national capacity for human rights monitoring and protection
- Conducted weekly coordinating meetings with the humanitarian community and humanitarian actors to address any protection concerns

External factors

- Parties to the conflict are willing to implement the Comprehensive Peace Agreement
- Troop-contributing countries will provide the necessary military and civilian police capabilities approved by the Security Council

Component 3: Security reform

Expected accomplishments	*Indicators of achievement*
3.1. Enhanced public law and order and creation of a sustainable national police service in Liberia	3.1.1. National Transitional Government of Liberia established a technical committee to determine the composition, selection and vetting of the Liberian police service
	3.1.2. National Transitional Government of Liberia approved the plan for restructuring and reorganizing the Liberian police service
	3.1.3. Decreased incidences of civil disorder in major cities and towns
	3.1.4. Liberian police academy opened for training
	3.1.5. Liberian national police service removed high calibre weapons from service

Outputs

- Conducted systems analysis of the Liberian national police service to determine capability and needs
- Conducted 7,680 daily patrols throughout Liberia (two civilian police per patrol, four patrols per sector, four sectors for 240 days)
- Monitored, mentored and advised the Liberian national police service in 66 sub-stations on police operations, investigations, patrolling and community policing
- Assisted the Liberian national police service in developing policies on vetting, selection, registration, certification and authorization
- Developed a Liberian national police service training programme
- Assisted in the re-establishment of the national police academy
- Conducted two courses on democratic policing for the Liberian national police service
- Conducted two courses on human rights for the Liberian national police service
- Conducted Liberian national police service recruiting campaign, including radio and printed material
- Trained 500 Liberian national police service personnel in the management of civil disorder
- Provided back-up support to the Liberian national police service in civil disorder problems and the protection of civilian lives under imminent threat of physical violence in areas of deployment
- Vetted Liberian national police personnel for professional competence and involvement in abuses of human rights

Expected accomplishments	*Indicators of achievement*
3.2. Creation of sustainable judicial and correctional institutions in Liberia	3.2.1. Judicial appointments are made in accordance with the Comprehensive Peace Agreement
	3.2.2. National Transitional Government of Liberia developed a national prison monitoring and training capacity
	3.2.3. National Transitional Government of Liberia ratifies all international conventions previously signed before the conflict

Outputs

- Assisted and advised the various components of the national judicial system, including prosecutors' offices, the defence bar, the courts and the ministry of justice
- Recruited and trained 20 Liberian prison officers for the Monrovia prison
- Advised the Liberian prison service in the development of procedures, process and policies
- Advised the Liberian Supreme Court on the appointment of new justices
- Conducted weekly meetings with national and international actors on Liberian judicial sector reforms
- Conducted regular monitoring and reporting on civil and criminal trials throughout Liberia

Expected accomplishments	*Indicators of achievement*
3.3. Progress towards a restructured Liberian military	3.3.1. All irregular forces disbanded
	3.3.2. Restructured Liberia Defence Force deployed to major Liberian cities and towns

Outputs

- Assisted the National Transitional Government of Liberia in the formation of a new and restructured Liberian military in cooperation with the Economic Community of West African States (ECOWAS), international organizations and interested States

External factors

- Parties to the conflict are willing to implement the Comprehensive Peace Agreement
- Troop-contributing countries will provide the necessary military and civilian police capabilities approved by the Security Council
- Qualified candidates will be available to join law enforcement agencies

Component 4: Peace process

Expected accomplishments	*Indicators of achievement*
4.1. Re-established national authority throughout Liberia	4.1.1. Transitional Government of Liberia inaugurated on 14 October 2003
	4.1.2. Sustained dialogue between the Transitional Government of Liberia, political forces, civil society and traditional leaders to broaden consensus on achieving political stability and national reconciliation
	4.1.3. The National Transitional Government of Liberia extended and consolidated state authority throughout the country by establishing functioning local government structures
	4.1.4. The Transitional Government of Liberia presented a reconstruction plan for donor assistance to achieve long-term stability in Liberia and improve the welfare of its people

Outputs

- Assisted the Transitional Government, in conjunction with ECOWAS and other international partners, in re-establishment of national authority throughout the country
- Assisted the Transitional Government, in conjunction with ECOWAS and other international partners, in developing a strategy to consolidate governmental institutions
- Mediated and consulted with all political parties and civil society to achieve consensus on issues necessary to move the peace process forward
- Engaged ECOWAS Heads of State and institutions in the West African subregion to consolidate the peace process in Liberia
- Established the Implementation Monitoring Committee and the high-level United Nations-ECOWAS coordination mechanism and held coordination meetings with the United Nations Mission in Sierra Leone, the United Nations Mission in Côte d'Ivoire and the United Nations Office for West Africa
- Designed and carried out a multimedia, nationwide public information and advocacy programme in support of the National Government of Liberia's efforts towards national reconciliation including: the purchase of air and radio time, space in national newspapers, maintenance of web site, production of posters, newsletters and leaflets and the provision of specialist computer software
- Established Radio UNMIL broadcasting facility
- Trained local journalists
- Provided quarterly reports of the Secretary-General and monthly updates to the Security Council and other special reports, as requested

Expected accomplishments	*Indicators of achievement*
4.2. Progress towards the conduct of free, fair and credible elections in Liberia scheduled for 2005	4.2.1. National Transitional Government of Liberia established mechanisms to ensure the conduct of free, fair and credible elections
	4.2.2. Electoral Commission restructured

Outputs

- Assisted the Transitional Government, in conjunction with ECOWAS and other international partners, in preparing for national elections and in the development of an election action plan
- Conducted electoral technical assessment

External factors

- Parties to the conflict are willing to implement the Comprehensive Peace Agreement
- States in the region will not undermine the territorial integrity of Liberia

Component 5: Support

Expected accomplishments	*Indicators of achievement*
5.1. Effective and efficient logistical and administrative support to the mission	5.1.1. National staff incumbency rate of 70 per cent achieved
	5.1.2. 100 per cent of policy directives implemented within seven days of advice from Headquarters New York
	5.1.3. 90 per cent of supply requests satisfied within seven days
	5.1.4. 100 per cent of air safety incidents investigated and reported within two days of occurrence
	5.1.5. Vehicle availability rate achieved at 90 per cent of the established fleet
	5.1.6. 90 per cent availability of information technology/communications
	5.1.7. Established essential commodity contracts within 90 days of mandate
	5.1.8. Established all sector headquarters and level 2 and 3 medical facilities within 150 days of mandate

Outputs

- Protected United Nations personnel, facilities, installations and equipment

Personnel

- Up to 1,661 civilian contracts administered (includes 607 international staff, 38 National Officers, 730 national staff and 286 United Nations Volunteers)
- Trained 500 international and national personnel in general administration, logistics, communications, information technology, transport, air transportation, security, finance, procurement and engineering
- Trained 700 local persons in United Nations rules, procedures, equipment and systems

Logistics support

- Emplaced, rotated and repatriated 15,000 military personnel, including 145 staff officers and 215 military observers, and up to 1,115 civilian police, including formed police units
- Verified and monitored 14,640 contingent personnel and their equipment
- Supplied 14,640 contingent personnel with rations and potable water (in all locations)
- Unloaded, inspected, received, warehoused and distributed equipment and supplies
- Produced geographical information system maps

Facilities and infrastructure

- Established and maintained a liaison and procurement office at Freetown
- Established regional office to liaise with the ECOWAS Military Observer Group/ECOMOG in Abuja, Nigeria
- Established and maintained mission premises in Monrovia, four sectors and 15 counties
- Provided electrical supply to all United Nations premises and installations
- Renovated and maintained three airfields throughout Liberia

Ground transportation

- Maintained and operated 1,014 United Nations-owned vehicles fitted with high frequency (HF) and very high frequency (VHF) radios at all locations
- Provided fuel and lubricants for contingent-owned equipment
- Provided daily shuttle bus transportation in Monrovia

Air transportation

- Managed 3 fixed-wing and 12 rotary-wing aircraft in locations throughout Liberia
- Managed 16 military aircraft in various locations throughout Liberia
- Provided fuel and lubricants to 31 aircraft in 4 locations

- Improved aviation and navigation infrastructure at seven airfields
- Implemented regular schedule of passenger and re-supply flights and, as required, conducted medical evacuation flights

Naval transportation

- Managed and tasked the utilization of two 600 sq m vessels for transportation of supplies along the coast of Liberia
- Transported small consignments of cargo to and from other peacekeeping missions in the region and troop-contributing countries by a relatively more efficient means than air

Communication

- Installed and maintained very small aperture terminal (VSAT), telephone exchanges, repeaters and microwave links to support the operations throughout the mission area
- Installed and maintained one HF radio broadcast station covering the entire country

Information technology

- Installed, supported and maintained wide and local area networks for 1,308 desktops, 39 servers, 415 laptops, 1,190 printers and 20 scanners, including database administration systems and standard office application, at all locations

Medical

- Established, operated and maintained level 1 civilian clinics throughout Liberia
- Conducted medical and casualty evacuations from all deployment areas
- Provided medical supplies

Other miscellaneous supplies and services

- Conducted security incident and accident investigations and provided reports
- Provided general supply items to all mission personnel
- Leased and operated one coastal vessel for transportation of equipment and supplies

External factors

- Status-of-forces agreement will be complied with
- Suppliers of goods and services will be able to deliver as contracted
- Qualified national staff will be available

II. Resource requirements

A. Financial resources

1. Overall

(Thousands of United States dollars)

	Cost estimates for the period from 1 August 2003 to 30 June 2004		
	Expenditures	*Cost estimates*	
	1 August to 30 September 2003	*1 October 2003 to 30 June 2004*	*Total*
	(1)	*(2)*	*(3) = (1) + (2)*
Military and police personnel			
Military observers[a]	221.7	5 285.8	5 507.5
Military contingents[a]	174.3	178 963.4	179 137.7
Civilian police[a]	—	12 817.4	12 817.4
Formed police units[a]	—	2 824.7	2 824.7
Subtotal	**396.0**	**199 891.3**	**200 287.3**
Civilian personnel			
International staff[b]	1 891.5	38 536.6	40 428.1
National staff[c]	—	3 550.9	3 550.9
United Nations Volunteers[c]	—	7 676.3	7 676.3
Subtotal	**1 891.5**	**49 763.8**	**51 655.3**
Operational costs			
General temporary assistance	—	—	—
Government-provided personnel	—	—	—
Civilian electoral observers	—	—	—
Consultants	—	454.4	454.4
Official travel	580.9	1 400.0	1 980.9
Facilities and infrastructure	138.8	107 241.3	107 380.1
Ground transportation	18.8	46 588.7	46 607.5
Air transportation	8.7	65 419.3	65 428.0
Naval transportation	—	7 116.0	7 116.0
Communications	3 273.1	26 835.4	30 108.5
Information technology	564.4	10 642.3	11 206.7
Medical	198.4	3 666.1	3 864.5
Special equipment	—	3 157.2	3 157.2
Other supplies, services and equipment	2 617.7	31 630.2	34 247.9
Quick-impact projects	—	1 000.0	1 000.0
Subtotal	**7 400.8**	**305 150.9**	**312 551.7**
Gross requirements	**9 688.3**	**554 806.0**	**564 494.3**

	Cost estimates for the period from 1 August 2003 to 30 June 2004		
	Expenditures	*Cost estimates*	
	1 August to 30 September 2003	*1 October 2003 to 30 June 2004*	*Total*
	(1)	*(2)*	*(3) = (1) + (2)*
Income from staff assessment	214.3	4 995.7	5 210.0
Net requirements	**9 474.0**	**549 810.3**	**559 284.3**
Voluntary contributions in kind (budgeted)[d]	—	120.0	120.0
Total resource requirements	**9 688.3**	**554 926.0**	**564 614.3**

[a] Amounts are inclusive of a 35 per cent delayed deployment factor.
[b] Amounts are inclusive of a 50 per cent vacancy factor.
[c] Amounts are inclusive of a 30 per cent vacancy factor.
[d] Amount is inclusive of $120,000 from the Government of Germany.

2. Non-budgeted contributions

6. The status-of-forces agreement with the Government of Liberia was concluded on 13 October 2003.

B. Human resources

1. Military and police personnel

	Proposed 2003/04[a]
Military observers	215
Military contingents	14 785
Civilian police	755
Formed police units	360

[a] Represents highest level of authorized strength.

2. Civilian personnel

Proposed 2003/04 staffing establishment

	USG -ASG	*D-2 -D-1*	*P-5 -P-4*	*P-3 -P-1*	*Field Service*	*General Service*	*Security Service*	***Total international***	*National staff*	*United Nations Volunteers*	***Total***
Substantive	—	—	—	—	—	—	—	—	—	—	—
Mission headquarters	4	11	85	22	8	36	—	**166**	88	62	316
Field offices	—	—	9	37	4	1	—	**51**	45	30	126
Subtotal	**4**	**11**	**94**	**59**	**12**	**37**	**—**	**217**	**133**	**92**	**442**
Administration	—	—	—	—	—	—	—	—	—	—	—
Mission headquarters	—	3	40	58	136	24	18	**279**	381	118	778
Field offices	—	—	1	21	83	6	—	**111**	254	76	441
Subtotal	**—**	**3**	**41**	**79**	**219**	**30**	**18**	**390**	**635**	**194**	**1 219**
Total proposed, 2003/04	**4**	**14**	**135**	**138**	**231**	**67**	**18**	**607**	**768**	**286**	**1 661**

Proposed 2003/04 staffing establishment

7. The proposed staffing establishment and structure is designed to support the Mission's deployment strategy based on the mandate of the Mission, the supporting activities identified in the report of the Secretary-General (S/2003/875), the Comprehensive Peace Agreement and the report of the mission survey and assessment team. Justification for the proposed posts for the 2003/04 period is contained in the present report, with the organizational structure shown in the annex to the report.

8. The proposed staffing for 2003/04 includes 607 international staff (1 Under-Secretary-General, 3 Assistant Secretaries-General, 5 D-2, 9 D-1, 37 P-5, 98 P-4, 103 P-3, 35 P-2, 231 Field Service, 67 General Service, including 1 Principal level, and 18 Security Service), 768 national staff, including 38 National Officers and 286 United Nations Volunteers.

C. Substantive offices

9. Requirements with respect to the proposed staffing establishment for substantive offices would support the outputs related to expected accomplishments of framework components 1 through 4 of the present report.

Office of the Special Representative of the Secretary-General

Proposed 2003/04 staffing establishment

	Professional category and above				*General Service and related categories*						
	USG -ASG	*D-2 -D-1*	*P-5 -P-4*	*P-3 -P-1*	*Field Service*	*General Service*	*Security Service*	***Total international***	*National staff*	*United Nations Volunteers*	***Total***
Mission headquarters	1	1	4	1		4		**11**	9	9	**29**
Field offices											
Total	**1**	**1**	**4**	**1**		**4**		**11**	**9**	**9**	**29**

10. The Special Representative of the Secretary-General, at the Under-Secretary-General level, assists the Secretary-General in the implementation of the UNMIL mandate and is responsible for the overall management of the Mission and coordination of all activities of the United Nations in Liberia. The Special Representative would be supported by two Deputy Special Representatives of the Secretary-General at the Assistant Secretary-General level and oversees the Political Planning and Policy Unit, Communications and Public Information Office, the Disarmament, Demobilization, Rehabilitation and Reintegration Section, Gender Adviser Unit, HIV/AIDS Unit and the Legal Affairs Section. The Force Commander and the Resident Auditors would also report directly to the Special Representative.

11. The immediate office of the Special Representative would include a Chief of Staff (D-2), two special assistants (1 P-5, 1 P-4), a personal assistant to the Special Representative (1 General Service (Principal level)) and one secretary (General Service (Other level)). The Chief of Staff would manage the Office of the Special Representative, provide policy and strategic advice to and assist the Special Representative in the overall coordination of the Mission's operational activities and manage the information flow between United Nations Headquarters and the Mission, as well as within the Mission's senior management team.

12. The senior special assistant (P-5) and a special assistant (P-4) would provide direct support to the Special Representative in the discharge of his functions, draft speeches, prepare visual presentations and briefing notes, support the Special Representative in political consultations with the national and regional actors and serve as a focal point for UNMIL for constituency-building with donors, the diplomatic community, non-governmental organizations and the media.

13. The Chief of Staff would also head the Integrated Mission Staff Development and Training Centre and the Quality and Best Practices Unit. The Chief of Staff is the focal point of all integrated development, training, cooperative learning and evaluation activities of the Mission. The Chief of Staff would be assisted by a special assistant (P-3) and two administrative assistants (General Service) to manage and coordinate the planning and operations of the Training Centre and the Unit.

Integrated Mission Staff Development and Training Centre

14. The Training Centre would contribute to expected accomplishment 5.1 and support related outputs in component 5 of the frameworks. It would prepare syllabuses and training modules, schedule, organize and impart training to civilian,

military and civilian police personnel on the objectives of the Mission mandate, safety and security, political issues, cross-cultural sensitivity, unexploded ordnance awareness, gender perspectives, the electoral process, HIV/AIDS awareness, civic education, constitutional commissions, targeted governance programmes and other cross-functional areas of cooperation. The Centre would comprise the Learning and Career Development Unit, the Peacekeeping Training Cell (under the Force Commander and headed by a major) and a Civilian Police Training Cell (under the Police Commissioner and headed by a major). The Unit would comprise 19 staff (1 P-4, 2 National Officers, 9 United Nations Volunteers and 7 national staff).

Quality and Best Practices Unit

15. The Unit would contribute to expected accomplishment 5.1 and support related outputs in framework component 5. Composed of a leadership and management practices adviser, who would coordinate with the HIV/AIDS and the Gender Advisers, the Unit would be headed by a special assistant to the Chief of Staff (P-4), who would function as the Leadership and Management Adviser and would advise and coordinate the design, development, implementation, monitoring and evaluation of programmes relating to mission integration, leadership development, performance management, strategic, section and individual work plans.

Gender Adviser Unit

Proposed 2003/04 staffing establishment

	Professional category and above				*General Service and related categories*						
	USG -ASG	*D-2 -D-1*	*P-5 -P-4*	*P-3 -P-1*	*Field Service*	*General Service*	*Security Service*	***Total international***	*National staff*	*United Nations Volunteers*	***Total***
Mission headquarters			1	1				**2**	2	2	**6**
Field offices									3		**3**
Total			**1**	**1**				**2**	**5**	**2**	**9**

16. The Gender Adviser Unit would contribute to expected accomplishments 1.2 and 2.2 and support outputs in components 1 and 2 of the frameworks. The Unit would be headed by a senior gender adviser (P-5), who would monitor and advise the Transitional Government and civil society on the integration of a gender perspective into the peace process and conduct workshops on gender issues; integrate the gender perspective into all aspects of the Mission's activities and conduct regular orientation programmes on gender sensitization and mainstreaming for the Mission's military and civilian police personnel, collect information, provide analysis and maintain a database on sexual violence against women in Liberia.

17. The Unit would also comprise one gender affairs officer (P-3), two gender experts (United Nations Volunteers), two national gender officers (National Officers), and three gender affairs assistants (national staff) deployed at Mission headquarters and regional offices.

HIV/AIDS Unit

Proposed 2003/04 staffing establishment

	Professional category and above				*General Service and related categories*						
	USG -ASG	*D-2 -D-1*	*P-5 -P-4*	*P-3 -P-1*	*Field Service*	*General Service*	*Security Service*	***Total international***	*National staff*	*United Nations Volunteers*	***Total***
Mission headquarters			1					**1**	2	1	**4**
Field offices											
Total			**1**					**1**	**2**	**1**	**4**

18. The HIV/AIDS Unit would contribute to expected accomplishments 2.2 and 5.1 and support the outputs in components 2 and 5 of the frameworks. The Unit would be headed by an HIV/AIDS Adviser (P-5), who would advise the Transitional Government on actions aimed at addressing the concerns of the increased rate of HIV/AIDS infection in the country, in particular among women and girls in the areas of conflict, develop HIV/AIDS sensitization and awareness programmes and a comprehensive mission-wide HIV prevention programme for the Mission's personnel and conduct education and training seminars focusing on vulnerable groups in conflict situations.

19. The Unit would also include one HIV/AIDS expert (United Nations Volunteer), one HIV/AIDS officer (National Officer) and an HIV/AIDS clerk (national staff).

Resident Auditor Office

Proposed 2003/04 staffing establishment

	Professional category and above				*General Service and related categories*						
	USG -ASG	*D-2 -D-1*	*P-5 -P-4*	*P-3 -P-1*	*Field Service*	*General Service*	*Security Service*	***Total international***	*National staff*	*United Nations Volunteers*	***Total***
Mission headquarters			2			1		**3**			**3**
Field offices											
Total			**2**			**1**		**3**			**3**

20. The Resident Auditor Office would comprise two resident auditors (1 P-5, 1 P-4) and one audit assistant (General Service) who would discharge all functions related to the Office of Internal Oversight Services in relation to the mandate of the Mission. These posts are only being included in the Mission's staffing table for this fiscal period. Thereafter, they will be provided in the support account for peacekeeping operations.

Political Planning and Policy Unit

Proposed 2003/04 staffing establishment

	Professional category and above				*General Service and related categories*						
	USG -ASG	*D-2 -D-1*	*P-5 -P-4*	*P-3 -P-1*	*Field Service*	*General Service*	*Security Service*	***Total international***	*National staff*	*United Nations Volunteers*	***Total***
Mission headquarters		1	6	2	2	2		13		4	**17**
Field offices			1			1		**2**	1		**3**
Total		**1**	**7**	**2**	**2**	**3**		**15**	**1**	**4**	**20**

21. The Political Planning and Policy Unit would contribute to expected accomplishments 1.1, 1.2, 3.1, 3.3 and 4.1 and support related outputs of components 1, 3 and 4 of the frameworks. The Unit would be headed by a principal political advi r (D-1), who would advise the Special Representative on all matters related to the peace process in Liberia. The Unit would facilitate progress towards implementation of the Comprehensive Peace Agreement, resolution of local conflicts, normalization of relations between Liberia and the neighbouring States and develop mechanisms for addressing cross-border issues, facilitate the establishment and functioning of the Transitional Government, support and drive the reconciliation and integration efforts in Liberia, enable regular contacts with key national and international actors and coordinate meetings of senior regional officials, provide input into the reports of the Mission, including reports of the Secretary-General and briefings to the Security Council.

22. The proposed structure of the Unit comprises the Office of the Head of Political Affairs, the Joint Monitoring Committee secretariat and the UNMIL Liaison Office to ECOWAS in Abuja, Nigeria. The Head of Political Affairs would be assisted by a political planning and policy officer (P-5), six political affairs officers (4 P-4, 2 P-3), four political affairs experts (United Nations Volunteers) and two administrative assistants (1 Field Service and 1 General Service).

23. The political affairs officers would facilitate the implementation of the UNMIL mandate by maintaining contact with Government, district and local authority representatives and leaders of civil society, UNMIL substantive offices and representatives of international organizations; by providing political analysis to the Head of the Unit; by fostering dialogue, understanding and cooperation between parties and analysis of the political developments and relevant media reports. Political Affairs coordinates inputs into mission strategic planning and the integrated implementation plan, and liaises with the diplomatic community and the Transitional Government.

24. The Joint Monitoring Committee secretariat would be headed by a political affairs officer (P-4) and supported by two administrative assistants (1 Field Service, 1 General Service). The Unit would also include a military component comprised of a staff officer and a military observer who would plan and coordinate all functions and operations of the Committee.

25. The ECOWAS Liaison Office in Abuja would be headed by a liaison officer (P-5), assisted by one administrative assistant (General Service) and one

administrative clerk (national staff). The Head of the Liaison Office would coordinate the implementation of the Mission's mandated programmes relating to ECOWAS, liaise with senior ECOWAS secretariat officials, the diplomatic community, leaders of political parties and civil society. The Office would also coordinate work programmes of the substantive components, regular reporting on mandate implementation and on relevant political and other developments to the Mission's headquarters, providing inputs into the reports of the Secretary-General and briefings to the Security Council.

Legal Affairs Section

Proposed 2003/04 staffing establishment

	Professional category and above				*General Service and related categories*						
	USG -ASG	*D-2 -D-1*	*P-5 -P-4*	*P-3 -P-1*	*Field Service*	*General Service*	*Security Service*	***Total international***	*National staff*	*United Nations Volunteers*	***Total***
Mission headquarters			2			1		**3**	1		**4**
Field offices											
Total			**2**			**1**		**3**	**1**		**4**

26. The Legal Affairs Section would contribute to the achievement of expected accomplishments and support outputs in each of the Mission's five frameworks components. The Section would be headed by a senior legal officer (P-5), who would be the senior legal adviser to the Special Representative. The Section would provide advice to the Special Representative on all legal matters related to the implementation of the Mission's mandate, including international law, administration of justice, constitutional, electoral and human rights issues, liaise on legal matters with the Government authorities, provide support in the area of international law, as well as legal review and advice on administrative, personnel and contractual matters related to the Mission's operational activities.

27. In addition to the senior legal officer, the Section would comprise two legal officers (1 P-4, 1 National Officer) and one administrative assistant (General Service).

Communications and Public Information Office

Proposed 2003/04 staffing establishment

	Professional category and above				*General Service and related categories*						
	USG -ASG	*D-2 -D-1*	*P-5 -P-4*	*P-3 -P-1*	*Field Service*	*General Service*	*Security Service*	***Total international***	*National staff*	*United Nations Volunteers*	***Total***
Mission headquarters		1	3	8	4	1		**17**	30	5	**52**
Field offices				3				**3**	6	3	**12**
Total		**1**	**3**	**11**	**4**	**1**		**20**	**36**	**8**	**64**

28. The Communications and Public Information Office would contribute to the expected accomplishments and support outputs in components 1, 2, 3 and 4 of the frameworks. The Office would be headed by the Chief of Information (D-1) and would support the Mission's planned outputs by producing and disseminating print, broadcast, photo and video and electronic media information on the UNMIL mandate and role in the peace process, providing support to national media and training national journalists, conducting community outreach programmes, producing and broadcasting FM and short-wave radio programmes in English and regional languages from the Mission's headquarters in Monrovia and three other locations throughout Liberia. In addition, the Communications and Public Information Office would conduct weekly press briefings, produce press releases and periodic publications in national languages, produce and distribute pamphlets and leaflets, support and guide public information activities of the Mission's substantive offices.

29. The Communications and Public Information Office would comprise the Media Relations Unit, the Radio Unit, the Video Unit, the Publications Unit, the Media Development and Monitoring Unit, the Public Outreach Unit and the field offices established in each of the four sector headquarters, as well as public outreach centres. The Chief of Information would be assisted by one information officer (P-4), one administrative assistant (General Service) and one administrative clerk (national staff) to manage and provide guidance to all units of the Communications and Public Information Office.

30. The Media Relations Unit would comprise the Spokesperson (P-4), an associate press officer (P-2), an information officer (National Officer) and a press assistant (national staff). The Unit would issue press releases and statements and manage media relations for the Special Representative, meet with the local and international media and liaise with the Office of the Spokesman at United Nations Headquarters.

31. The Radio Unit would be headed by the Chief/Executive Producer (P-5), who would be assisted by four radio producers (2 P-3, 2 United Nations Volunteers), two transmitter technicians (Field Service), three broadcast technicians (1 Field Service, 2 national staff), six radio producers (national staff), two studio engineers (national staff), two studio technicians (national staff) and four production assistants (national staff). The Radio Unit would establish and provide technical support to maintain radio stations for the broadcasting of programmes in support of the Mission mandate and messages for broadcast on local radio stations.

32. The Video Unit would comprise two video producers (1 P-3, 1 national staff) and one production assistant (national staff). The Unit would produce video footage and finished programmes for local and international broadcast in a variety of venues, and cover and archive important events.

33. The Publications Unit would comprise one information officer (P-3), one photographer (Field Service), one graphic assistant and two production assistants (national staff) and would produce newsletters, a mission magazine, posters, handbills, leaflets, stickers and other printed materials for the Liberian public, as well as UNMIL staff and international dissemination, as appropriate. The Unit would also provide public information in support of the UNMIL mandate, communicate key messages in support of Mission operations such as disarmament,

demobilization and reintegration, and provide photographic coverage of Mission activities.

34. The Media Development and Monitoring Unit would comprise one information officer (P-3), one associate information officer (P-2), two media monitors (national staff), one media development assistant (national staff), one Webmaster (United Nations Volunteer) and one Web assistant (national staff). The Unit would establish the information flow between Liberian media outlets in civil society and the Mission, and develop mechanisms to improve media practices and infrastructure.

35. The Public Outreach Unit would comprise three community relations officers (1 P-3, 2 United Nations Volunteers) and two community liaison assistants (national staff). The Unit would develop alternate means of direct communication with all levels of Liberian society, including outreach centres, drama presentations, theatre groups, visits to groups and disarmament, demobilization and reintegration sites to communicate key messages on priority themes.

36. The Communications and Public Information Office would also deploy a total of six public information officers (3 P-3, 3 United Nations Volunteers), three information assistants (national staff) and three radio producers (national staff) in the three regional offices to supplement the Office's work from Monrovia.

Disarmament, Demobilization, Rehabilitation and Reintegration Section

Proposed 2003/04 staffing establishment

	Professional category and above				*General Service and related categories*					
	USG-ASG	*D-2-D-1*	*P-5-P-4*	*P-3-P-1*	*Field Service*	*General Service*	*Security Service*	***Total international***	*National staff*	*United Nations Volunteers*	***Total***
Mission headquarters			3			1		**4**		4	**8**
Field offices											
Total			**3**			**1**		**4**		**4**	**8**

37. The Disarmament, Demobilization, Rehabilitation and Reintegration Section would contribute to expected accomplishments 1.1, 1.2, 3.1 and 3.3 and support outputs in components 1 and 3 of the frameworks. The Head of the Section (P-5) would be assisted by two disarmament, demobilization, rehabilitation and reintegration officers (P-4), four disarmament, demobilization, rehabilitation and reintegration experts (United Nations Volunteers) and one administrative assistant (General Service).

38. The Section, as a part of the UNMIL Joint Disarmament, Demobilization, Rehabilitation and Reintegration Implementation Unit under the Deputy Special Representative (Rule of Law), would assist the Liberia Disarmament, Demobilization, Rehabilitation and Reintegration Programme to be implemented by the National Commission for Disarmament, Demobilization, Rehabilitation and Reintegration. Working with other components of the Joint Implementation Unit, it would plan, organize and support the implementation of the Transitional Government's programme to disarm, demobilize, rehabilitate and integrate — and

where applicable repatriate -- approximately 38,000 ex-combatants, in order to consolidate peace and security in Liberia.

39. The Section, in conjunction with its implementing partners (the Office for the Coordination of Humanitarian Affairs, the United Nations Development Programme, the United Nations Development Fund for Women, the Office of the United Nations High Commissioner for Refugees, the United Nations Children's Fund, the World Food Programme, the World Health Organization, the International Organization for Migration, non-governmental organizations and Liberian national agencies) will plan, establish and organize cantonments; provide security and transportation to cantonment sites; disarm and register ex-combatants; manage and destroy surrendered weapons; and provide training, food, medical screening and employment counselling to ex-combatants with special emphasis on programmes for vulnerable ex-combatants: women, children and the disabled. The Section will also maintain statistics and issue regular reports and provide inputs for the reports of the Secretary-General and briefings to the Security Council.

Office of the Force Commander

Proposed 2003/04 staffing establishment

	Professional category and above				*General Service and related categories*						
	USG -ASG	*D-2 -D-1*	*P-5 -P-4*	*P-3 -P-1*	*Field Service*	*General Service*	*Security Service*	***Total international***	*National staff*	*United Nations Volunteers*	***Total***
Mission headquarters	1	1				2		4			4
Field offices											
Total	1	1				2		4			4

40. The Office of the Force Commander would contribute to expected accomplishments 1.1, 1.2, 2.1, 2.2, 3.3 and 4.1 and support the related outputs in components 1 to 4 of the frameworks. The Office would be headed by the Force Commander (Assistant Secretary-General) who would develop the concept of operations, plan for the deployment of the military component of the Mission and conduct operations to support the Mission mandate relating to robust implementation of the Comprehensive Peace Agreement to provide for peace and security in Liberia.

41. The military component would also support the disarmament, demobilization, rehabilitation and reintegration programme, monitor the terms of the ceasefire agreement, including human rights violations, facilitate humanitarian relief efforts, protect civilians from violence, establish the conditions for safe and sustainable return of refugees and internally displaced persons, support the Transitional Government, support the conditions under which elections can be held, support quick-impact projects and would provide advice and support to the transitional government on restructuring and formation of the Liberian army.

42. The Force Commander would be assisted by a Deputy Force Commander (D-2) and supported by two secretaries (General Service).

Office of the Deputy Special Representative of the Secretary-General (Operations and Rule of Law)

Proposed 2003/04 staffing establishment

	Professional category and above				*General Service and related categories*						
	USG -ASG	*D-2 -D-1*	*P-5 -P-4*	*P-3 -P-1*	*Field Service*	*General Service*	*Security Service*	***Total international***	*National staff*	*United Nations Volunteers*	***Total***
Mission headquarters	1		1	1		2		**5**		1	**6**
Field offices											
Total	**1**		**1**	**1**		**2**		**5**		**1**	**6**

43. The outputs of the Office of the Deputy Special Representative are reflected in components 1, 2 and 5 of the frameworks. The Deputy Special Representative (Rule of Law), at the Assistant Secretary-General level, would provide the policy and strategic level advice to the Special Representative on the implementation of the Mission's mandate, lead high-level negotiations with officials of the Transitional Government, leaders of political parties and civil society and act as the Head of Mission in the absence of the Special Representative. The Deputy Special Representative would oversee the work programme of the Office of the Civilian Police Commissioner, Corrections and Prison Advisory Service, Legal and Judicial System Support Division, Civil Affairs Section, Human Rights and Protection Section, Electoral Advisory Unit, Security Section and oversee the working of the Division of Administration. The Deputy Special Representative would also oversee implementation of the disarmament, demobilization and reintegration programmes in Liberia.

44. The immediate Office of the Deputy Special Representative would comprise a political affairs officer (P-5) to assist the Deputy Special Representative in the management of the Office and coordination of the Mission's operational activities, liaise with officials of the Transitional Government, leaders of political parties and civil society, convene meetings, prepare statements and briefing notes for the Deputy Special Representative and liaise with the United Nations agencies in Liberia. Two special assistants to the Deputy Special Representative (1 P-3, 1 United Nations Volunteer) would assist the Deputy Special Representative in the coordination and follow-up with the Mission's support component on all administrative and financial matters and follow up on all operational disarmament, demobilization, rehabilitation and reintegration and security issues. The Office of the Deputy Special Representative would be supported by two administrative assistants (General Service (Other level)).

Corrections and Prison Advisory Service

Proposed 2003/04 staffing establishment

	Professional category and above				*General Service and related categories*						
	USG -ASG	*D-2 -D-1*	*P-5 -P-4*	*P-3 -P-1*	*Field Service*	*General Service*	*Security Service*	***Total international***	*National staff*	*United Nations Volunteers*	***Total***
Mission headquarters			4		2	1		7		4	**11**
Field offices											
Total			**4**		**2**	**1**		**7**		**4**	**11**

45. The Corrections and Prison Advisory Service would contribute to expected accomplishment 3.2 and would support the related outputs in component 3 of the frameworks. The Service would be headed by the Head of Prisons Advisory Office (P-5) and would have two components: the Advisory and Mentoring Unit and the Training and Development Unit. The Service would be supported by two administration and budget advisers (United Nations Volunteers), two human resource advisers (United Nations Volunteers) and three administrative assistants (2 Field Service and 1 General Service (Other level)).

46. The Advisory and Mentoring Unit would comprise two corrections advisers/mentors (P-4) who would work in coordination with ten civilian police officers. The Unit would work with national and international stakeholders to develop a penal reform development plan that would guide the medium and long-term development of the system. International correctional advisers would be co-located with the office of the Director of Prisons in the Ministry of Justice to act as mentors to the key players who would contribute to the implementation of the penal reform development plan. Human resource and budget and administrative advisers would also be deployed to support the development of budget, personnel and administration systems in the Ministry and the system.

47. The Training and Development Unit would be headed by a corrections training manager (P-4) who would work in coordination with eight civilian police officers. The Unit would develop and implement competency-based training programmes addressing all areas of prison and prisoner management that would contribute to the development of national training capacity. The international training staff would also be co-located in the Ministry with the national prison staff designated as training officers.

Legal and Judicial System Support Division

Proposed 2003/04 staffing establishment

	Professional category and above				*General Service and related categories*						
	USG -ASG	*D-2 -D-1*	*P-5 -P-4*	*P-3 -P-1*	*Field Service*	*General Service*	*Security Service*	***Total international***	*National staff*	*United Nations Volunteers*	***Total***
Mission headquarters		1	7	3		2		**13**	22	6	**41**
Field offices				3				**3**			**3**
Total		**1**	**7**	**6**		**2**		**16**	**22**	**6**	**44**

48. The Legal and Judicial System Support Division would contribute to expected accomplishments 2.2, 3.1, 3.2 and 4.2 and support the related outputs in components 2, 3 and 4 of the frameworks. The Division would be headed by the Director of Legal and Judicial System Support (D-1) and would oversee the work programme of three Units: Legal Education and Training Unit, Legal System Advisory Programme and the Judicial System Monitoring Programme.

49. The Director would coordinate with Mission components and senior officials in the Ministry of Justice. The Director would be assisted by a Deputy Director (P-5), a legal analysis/reporting officer (P-3), two legal officers (National Officers) and two administrative assistants (1 General Service (Other level), 1 national staff).

50. The Legal Education and Training Unit, in cooperation with national and international partners, would develop and implement basic and advanced levels legal education programmes for magistrates, justices of peace, judges, prosecutors and lawyers and specialized programmes for senior jurists in cooperation with the Law School. A comprehensive programme would be implemented that would support the curricula of the Law School. The Head of the Legal Education and Training Unit (P-4) would be assisted by a legal training/education officer (P-3), two training/education officers (National Officers), three legal officers (National Officers) and two administrative assistants (national staff).

51. The Legal System Advisory Programme would co-locate advisers in key institutions, including courts at different levels, the Ministry of Justice and the Law School. The Programme would also provide specialized expertise to the Ministry and other institutions in revision and drafting of laws on criminal justice, property and other aspects important for maintaining peace and security in the communities. The Programme would ensure that the entire legal framework is consistent with the principles of non-discrimination and other applicable international standards.

52. The Head of the Legal System Advisory Programme (P-5) would be assisted by a judicial adviser (P-4), a prosecutorial adviser (P-4), a Ministry of Justice Adviser (P-4), three regional legal system advisers (P-3) and two administrative assistants (1 General Service (Other level), 1 national staff).

53. The Judicial System Monitoring Programme would monitor criminal and civil trials and publish concise and clear recommendations on required improvements. The Programme would support the local partners to improve the transparency, efficiency and credibility of the judicial system, focusing on the rights of

defendants. The Head of the Judicial System Monitoring Programme (P-4) would be assisted by a reporting officer (P-3), ten judicial system monitors (6 United Nations Volunteers, 4 National Officers), four legal officers (National Officers) and three administrative staff (national staff).

Office of the Civilian Police Commissioner

Proposed 2003/04 staffing establishment

	Professional category and above				*General Service and related categories*						
	USG -ASG	*D-2 -D-1*	*P-5 -P-4*	*P-3 -P-1*	*Field Service*	*General Service*	*Security Service*	***Total international***	*National staff*	*United Nations Volunteers*	***Total***
Mission headquarters		2	5			3		**10**	2		**12**
Field offices											
Total		**2**	**5**			**3**		**10**	**2**		**12**

54. The Office of the Civilian Police Commissioner would contribute to expected accomplishments 2.2, 3.1 and 4.1 and support related outputs in components 2, 3 and 4 of the frameworks. The Office would be headed by a Civilian Police Commissioner (D-2) who manages the civilian police component of the Mission, conducts assessment of the policing institutions of the Transitional Government, its needs and capabilities at the level of local communities; liaise with the internal security and police organs of the Transitional Government; advise local authorities on the security arrangements in Monrovia and contributes to the training and restructuring of the local police by developing strategies and programmes to support the Comprehensive Peace Agreement and mandate of the Mission. In the interim, the Office would provide for maintenance of law and order throughout Liberia, in accordance with the Comprehensive Peace Agreement until a restructured and trained Liberian police service is deployed.

55. The Office would comprise a deputy police commissioner (D-1), operations coordinator (P-5), reform and restructuring coordinator (P-4), planning coordinator (P-4), training coordinator (P-4), special assistant to the Police Commissioner (P-4), three administrative assistants (General Service (Other level)) and two administrative staff (national staff).

Civil Affairs Section

Proposed 2003/04 staffing establishment

	Professional category and above				*General Service and related categories*						
	USG -ASG	*D-2 -D-1*	*P-5 -P-4*	*P-3 -P-1*	*Field Service*	*General Service*	*Security Service*	***Total international***	*National staff*	*United Nations Volunteers*	***Total***
Mission headquarters		1	22	2		3		**28**	4	12	**44**
Field offices			4	15	4			**23**	19	19	**61**
Total		**1**	**26**	**17**	**4**	**3**		**51**	**23**	**31**	**105**

56. The Civil Affairs Section would contribute to expected accomplishments 2.1, 2.2, 3.1, 3.2, 4.1 and 4.2 and support related outputs in components 2, 3 and 4 of the frameworks. The Section, headed by the Head of Civil Affairs (D-1), would help to create conditions for a functioning democracy that supports the establishment of effective governing structures and facilitates the extension and consolidation of the Government authority throughout the territory of Liberia.

57. The Section would assist the national Government to extend and consolidate State authority throughout the country, build the capacity of civil society and organizations, formulate programmes to reintegrate and reconcile the victims and perpetuators of war and audit its performance and development of programmes promoting the participation of women in Government services. The Section would comprise the Deputy Head of Civil Affairs (P-5), 21 civil affairs officers (P-4), two civil affairs officers (P-3), 12 civil affairs experts (United Nations Volunteers), four civil affairs officers (National Officers) and three administrative assistants (General Service (Other level)), all based in Monrovia.

58. Civil affairs officers deployed in the field would facilitate the implementation of the UNMIL mandate within their assigned areas by maintaining contact with regional, county and local authority representatives, UNMIL substantive offices and representatives of international organizations; by providing political and socio-economic advice to the UNMIL regional force commander and military observer teams; by assisting representatives of international organizations; by fostering dialogue, understanding and cooperation between parties and by carrying out local reporting, analysis, liaison, interventions and confidence-building measures.

59. In each of the four sector headquarters, the Section would deploy a civil affairs officer (P-4), a civil affairs expert (United Nations Volunteer), a civil affairs officer (National Officer) and administrative assistant (Field Service). In each of the 15 counties (districts), the Section would deploy a civil affairs officer (P-3), a civil affairs expert (United Nations Volunteer) and an administrative assistant (national staff).

Human Rights and Protection Section

Proposed 2003/04 staffing establishment

	Professional category and above				*General Service and related categories*						
	USG -ASG	*D-2 -D-1*	*P-5 -P-4*	*P-3 -P-1*	*Field Service*	*General Service*	*Security Service*	***Total international***	*National staff*	*United Nations Volunteers*	***Total***
Mission headquarters		1	7			3		**11**	1	2	**14**
Field offices			2	16				**18**	12	4	**34**
Total		**1**	**9**	**16**		**3**		**29**	**13**	**6**	**48**

60. The Human Rights and Protection Section would contribute to expected accomplishments 2.1, 2.2, 3.1, 3.2 and 4.1 and support related outputs in components 2, 3 and 4 of the frameworks. Headed by the Chief of Human Rights (D-1), the Section would encourage and coordinate international protection efforts and the promotion of human rights in Liberia.

61. The Section would assist the Transitional Government to develop the capacity and a national human rights strategy and plan of action to establish transitional justice mechanisms, provide human rights education and create sustainable and resilient institutions for the protection and promotion of human rights. The Section would assist the Transitional Government in implementing international standards, support the National Human Rights Commission and the transitional justice mechanisms, including the Truth and Reconciliation Commission. The Section would prepare programmes for monitoring and reporting human rights situations, robust protection activities, technical cooperation and capacity-building, training of United Nations peacekeepers and local government officials.

62. The Chief of Human Rights would be assisted by a Deputy Chief of Human Rights (P-5), six human rights officers (P-4) for protection, national institutions, transitional justice, training, rule of law and civil society, two administration/management specialists (United Nations Volunteers), three secretaries (General Service (Other level)) and one administrative staff (national staff). In the field, at the sector and county level, the Section would deploy two child protection officers (P-4), 32 human rights/protection monitors (5 P-3, 11 P-2, 4 United Nations Volunteers, 12 national staff).

Electoral Advisory Unit

Proposed 2003/04 staffing establishment

	Professional category and above				*General Service and related categories*						
	USG -ASG	*D-2 -D-1*	*P-5 -P-4*	*P-3 -P-1*	*Field Service*	*General Service*	*Security Service*	***Total international***	*National staff*	*United Nations Volunteers*	***Total***
Mission headquarters			1			1		**2**		2	**4**
Field offices											
Total			**1**			**1**		**2**		**2**	**4**

63. The Electoral Unit would contribute to expected accomplishment 4.2 and support related outputs in component 4 of the frameworks. During the budget period, the Electoral Advisory Unit would initially comprise one electoral officer (P-5), two electoral experts (United Nations Volunteers) and one administrative support staff (General Service (Other level)). Additional staff to expand the Unit into the Electoral Division would be presented in the budget for the financial period from 1 July 2004 to 30 June 2005. The Unit would assist the Transitional Government in the formulation and development of plans and mechanisms required for conducting of fair and free elections, scheduled for October 2005.

Office of the Deputy Special Representative of the Secretary-General (Humanitarian Coordination, Rehabilitation, Recovery and Reconstruction)

Proposed 2003/04 staffing establishment

	Professional category and above				*General Service and related categories*						
	USG -ASG	*D-2 -D-1*	*P-5 -P-4*	*P-3 -P-1*	*Field Service*	*General Service*	*Security Service*	***Total international***	*National staff*	*United Nations Volunteers*	***Total***
Mission headquarters	1		4	2		3		**10**	4	3	**17**
Field offices											
Total	**1**		**4**	**2**		**3**		**10**	**4**	**3**	**17**

64. A Deputy Special Representative (Assistant Secretary-General) would be responsible for developing policies and strategies for assisting the Transitional Government and facilitating support, planning and implementation of programmes relating to humanitarian issues; relief, recovery and rehabilitation; environment and natural resources; resource mobilization and trust fund programmes, including quick-impact projects and programme planning and assessment.

65. The Deputy Special Representative and the substantial components under him: Adviser on Environment and Natural Resources, Director of Relief, Recovery and Rehabilitation, Chief of Resource Mobilization and Trust Fund Programme Quick-Impact Projects, Chief of Integrated Humanitarian Coordination and Non-Governmental Organization Liaison and Head of Programme Planning and

Assessment, would contribute to expected accomplishments 1.2, 2.1, 2.2 and 4.1 and support related outputs in components 1, 2 and 4 of the frameworks.

66. The Deputy Special Representative would be assisted by three special assistants (1 P-5, 1 P-3, 1 United Nations Volunteer), two advisers on environment and natural resources (1 P-4, 1 P-3), two professional environment/resources officers (National Officers), two administrative assistants (General Service (Other level)) and two administrative staff (national staff).

67. The Programme Planning and Assessment Unit would be headed by the Chief of Programme Planning and Assessment (P-5), who would report to the Deputy Special Representative. The Unit would comprise a planning and assessment officer (P-4), one administrative assistant (General Service (Other level)) and two programme planning and assessment experts (United Nations Volunteers). The Unit would assist other components in planning and monitor and evaluate all the programmes and projects under the Deputy Special Representative.

Relief, Recovery and Rehabilitation Section
Office of the Director and Sectors

Proposed 2003/04 staffing establishment

	Professional category and above				*General Service and related categories*						
	USG -ASG	*D-2 -D-1*	*P-5 -P-4*	*P-3 -P-1*	*Field Service*	*General Service*	*Security Service*	***Total international***	*National staff*	*United Nations Volunteers*	***Total***
Mission headquarters		2	8	2		4		**16**	10	6	**32**
Field offices			4					**4**	4	4	**12**
Total		**2**	**12**	**2**		**4**		**20**	**14**	**10**	**44**

68. The Relief, Recovery and Rehabilitation Division would be headed by the Director of Relief and Rehabilitation (D-2), who would oversee the Resource Mobilization and Trust Fund Quick-Impact Projects Unit and the Integrated Humanitarian Coordination and Non-Governmental Organization Liaison Unit. The Director would be assisted by a Deputy Director, Relief and Rehabilitation (D-1), six relief, recovery and rehabilitation officers (1 P-5, 5 P-4), senior humanitarian protection officer (P-5), civil-military coordination officer (P-4), two associate relief, recovery and rehabilitation officers (P-2), two professional officers (National Officers), six relief, recovery and rehabilitation officers (United Nations Volunteers), four administrative assistants (General Service (Other level)) and eight relief, recovery and rehabilitation staff (national staff). In addition, the Section would deploy one relief, recovery and rehabilitation officer (P-4), one relief, recovery and rehabilitation officer (United Nations Volunteer) and one administrative staff (national staff) in each of the four sectors of the Mission.

Resource Mobilization and Trust Fund Programme Quick-Impact Projects Unit

Proposed 2003/04 staffing establishment

	Professional category and above				*General Service and related categories*						
	USG -ASG	*D-2 -D-1*	*P-5 -P-4*	*P-3 -P-1*	*Field Service*	*General Service*	*Security Service*	***Total international***	*National staff*	*United Nations Volunteers*	***Total***
Mission headquarters			1			1		2	1		3
Field offices											
Total			1			1		2	1		3

69. The Resource Mobilization and Trust Fund Programme Quick-Impact Projects Unit would comprise one programme officer (P-4), one donor officer (National Officer), and one administrative assistant (General Service (Other level)). The Unit would implement and manage the quick-impact projects funded by allocations from the assessed budget. The Unit, in cooperation with United Nations agencies, would mobilize resources and formulate projects in support of the Transitional Government to restore and reconstruct essential community services and facilities.

Integrated Humanitarian Coordination and NGO Liaison Unit

Proposed 2003/04 staffing establishment

	Professional category and above				*General Service and related categories*						
	USG -ASG	*D-2 -D-1*	*P-5 -P-4*	*P-3 -P-1*	*Field Service*	*General Service*	*Security Service*	***Total international***	*National staff*	*United Nations Volunteers*	***Total***
Mission headquarters			1			1		2		1	3
Field offices											
Total			1			1		2		1	3

70. The Integrated Humanitarian Coordination and Non-Governmental Organization Liaison Unit would be headed by the humanitarian liaison officer (P-4) who would be assisted by two administrative support staff (1 General Service (Other level), 1 United Nations Volunteer). The Unit would coordinate the humanitarian efforts with the substantive components of the Mission, local Government authorities and non-governmental organizations.

Division of Administration

71. The Division of Administration would provide administrative, logistical and technical support to the military, civilian police and other civilian substantive components of UNMIL in the implementation of the Mission's mandate, as reflected in frameworks of the four operational components and their related outputs. The proposed staffing establishment for the Division takes into account the deployment of various components in the 15 counties of Liberia, as well as in the liaison offices in the region. It is planned to deploy the Mission's military and civilian personnel

throughout the country and the lack of the basic surface, river and air transportation, communications, supply and re-supply, medical and financial infrastructure, as well as degraded or non-existent accommodation facilities in Liberia, has been taken into account in the level of staffing being requested. In addition to the Mission's headquarters in Monrovia, the Division would deploy its staff to the four sectors planned at Gardnerville, Gbarnga, Tapeta and Zwedru and other deployment areas where substantive components will be deployed in the 15 counties and major towns of Liberia, as well as in Abuja where a liaison office for liaison with ECOWAS would be established. The Division would also be required to support the disarmament, demobilization, rehabilitation and reintegration activities in terms of establishment of the cantonment areas, movement of ex-combatants in and out of the cantonment areas, construction of weapon storage sites and destruction of the collected arms and ammunition. The Division would be headed by a Director of Administration and would comprise the Offices of the Director, Chief of Administrative Services and Chief of Integrated Support Services.

Office of the Director, Division of Administration

Proposed 2003/04 staffing establishment

	Professional category and above				*General Service and related categories*						
	USG -ASG	*D-2 -D-1*	*P-5 -P-4*	*P-3 -P-1*	*Field Service*	*General Service*	*Security Service*	***Total international***	*National staff*	*United Nations Volunteers*	***Total***
Mission headquarters	—	1	4	11	38	3	18	**75**	39	5	**119**
Field offices	—	—	—	13	16	—	—	**29**	50	5	**84**
Total	**—**	**1**	**4**	**24**	**54**	**3**	**18**	**104**	**89**	**10**	**203**

72. The Director of Administration (D-2) would be supported by two administrative officers (P-3), one administrative assistant (General Service) and one clerk (national staff). The staff in the office of the Director would liaise on operational matters with the military, civilian police and substantive components of the Mission, government officials, United Nations agencies and non-governmental organizations. The Office would also include a senior administrative officer (P-5) and an administrative assistant (General Service), who would support the Director of Administration in the management and coordination of all administrative and logistics matters pertaining to the outstations. The Director would oversee the work of the Budget Unit, the Aviation Safety Unit, the Contracts Management Unit and the Regional offices.

73. The Director of Administration would be assisted by the Chief of Administrative Services (D-1) and Chief of Integrated Support Services (D-1). The Chief of Administrative Services would be responsible for the management of Personnel, Procurement, Finance, Medical, General Services, United Nations Volunteers Support and Staff Counselling functions. The Chief of Integrated Support Services would be responsible for the management of Logistics Cell, Movement Control, provision of ground, air and sea transportation, Engineering, Communications and Information Technology, Asset Disposal, Property Control, Contingent-Owned Equipment and Verification Unit and Supply Section.

74. The senior administrative officer (P-5) would be responsible for coordination and liaison between the Office of the Director and the field offices. The senior administrative officer would analyse and report to the Director on all operational matters in the field requiring his or her attention, follow up on policy and operational decisions taken by the Director in respect of the field offices and consolidate and prepare monthly reports to United Nations Headquarters on administrative and logistical support activities of the Mission.

75. The Chief Budget Officer (P-5) would manage the Budget Unit and formulate the Mission's budget proposal, monitor budget performance on a regular basis, make requests for redeployment and realignment of funds as necessary and prepare performance reports. The Unit would control the Mission's staffing table and would be responsible for the post management of the Mission and also support Resource Mobilization, Trust Fund Programme and Quick-Impact Projects. The Unit would consist of one P-3, one Field Service, two United Nations Volunteers and one national staff.

76. The Security Section would be headed by a Chief Security Officer (P-5), with overall responsibility for the security and safety of the Mission's personnel and property. He or she would establish and maintain the security management system, contingency and evacuation plans, liaise with the Transitional Government and local authorities on all security matters, conduct threat assessments, risk analysis and investigations, provide emergency response 24 hours a day, 7 days a week, manage and supervise local security guard and patrol units and provide close protection to senior mission officials and high-level delegations. The section would also be responsible for ensuring compliance with the Minimum Operating Security Standards as stipulated by the United Nations Security Coordinator.

77. The Section would comprise 95 personnel at Mission headquarters in Monrovia (1 P-5, 2 P-3, 3 P-2, 33 Field Service, 1 General Service, 18 Security and 37 national staff) who would conduct mission-wide security training, supervise local guard and patrol units, implement contingency and evacuation plans, conduct investigations, provide close protection of the Mission's senior officials and high-level delegations and provide security clearances. The Chief Security Officer would supervise seven units: Administrative, Special Investigation, Security Operations, Security Information and Coordination/Host Government Security Assistance, Pass and Identification, Logistics Training and Development and Personnel Protection.

78. The Section would also maintain eight security offices throughout Liberia each of which would comprise eight staff (1 P-2, 2 Field Service, 5 national staff). These offices would perform the same functions as the Monrovia detachment described in the preceding paragraph.

79. The Aviation Safety Unit would be headed by a Chief Aviation Safety Officer (P-4) who would ensure the safe operation of all aviation activities in the Mission. The safety programme would cover commercially chartered and military aircraft. The aviation safety officer would recommend standards for the prevention of aviation incidents and accidents, provide guidance for the implementation of aviation safety policies and procedures, conduct investigations of aviation incidents and accidents, analyse cases and maintain databases of aviation incidents, accidents and observed hazards. The Unit would comprise four staff (1 P-3, 2 Field Service and 1 United Nations Volunteer).

80. The Contracts Management Unit would be supervised by a contracts management officer (P-3) and would be responsible for oversight on all major contracts. It would receive feedback on the performance of contractors from various technical sections and analyse them for quality assurance and performance evaluation. The Unit would also be responsible for the development of procedures and training of staff involved in the administration of commercial contracts within various technical sections. The Chief of the Unit would be assisted by five staff (1 P-2, 2 Field Service and 2 United Nations Volunteers).

81. The Director of Administration would be supported by four regional administrative offices and one ECOWAS liaison office, which would be staffed by 20 personnel (5 P-3, 5 United Nations Volunteers and 10 national staff (1 P-3, 1 United Nations Volunteer and 2 national staff in each office)). These offices would report to the Director of Administration through the sector administrative officer. The sector administrative officers would be responsible for managing all administrative, logistical and technical support activities in the sectors and the liaison office. They would also be responsible for all administrative and logistical matters at deployment areas within their sectors. These field offices would be deployed at Gardnerville, Gbarnga, Tapeta and Zwedru and other locations yet to be decided.

Administrative Services

Proposed 2003/04 staffing establishment

	Professional category and above				*General Service and related categories*						
	USG -ASG	*D-2 -D-1*	*P-5 -P-4*	*P-3 -P-1*	*Field Service*	*General Service*	*Security Service*	***Total international***	*National staff*	*United Nations Volunteers*	***Total***
Mission headquarters	—	1	14	14	28	7	—	**64**	79	33	**176**
Field offices	—	—	—	—	1	6	—	**7**	11	10	**28**
Total	—	**1**	**14**	**14**	**29**	**13**	—	**71**	**90**	**43**	**204**

82. The Chief of Administrative Services (D-1) would be responsible for planning, coordinating and providing administrative services in support of the substantive civilian, military and civilian police components of the Mission. Administrative Services would comprise financial services, human resources administration and management, acquisition of goods and services for the Mission, medical and general services, a counselling unit and a United Nations Volunteers support unit.

83. The Office of the Chief of Administrative Services would comprise two administrative officers (1 P-3 and 1 General Service), who would assist the Chief in conduct of his or her functions, supported by one General Service (Other level) staff. The Office would carry out liaison with the Office of the Chief of Integrated Support Services and Integrated Support Services section chiefs for a coordinated approach in implementation of mission support plans. The Chief of Administrative Services would also be responsible for follow-up on the implementation of Administrative Services sections' work programmes and would coordinate the implementation of audit recommendations. The P-3 officer would also be Secretary of the Local Contracts Committee and would plan and service the Committee's

meetings, follow up on the Committee's recommendations, liaise with the Procurement Section and the Headquarters Committee on Contracts. The Office would be supported by one national staff.

84. The Finance Section would be headed by the Chief Finance Officer (P-5), who would establish and maintain financial controls and administer mission accounts, the disbursement of funds in settlement of vendors' and suppliers' invoices, staff travel claims, the national staff payroll, subsistence allowance payments and the Mission's bank accounts. The Section would include the Accounts, Vendors and Payroll Units and a Cashier's Office.

85. The Section would comprise a Deputy Chief Finance Officer (P-4), three finance officers (2 P-4 and 1 P-3), 19 finance assistants (2 Field Service, 6 General Service (Other level), eight United Nations Volunteers and three National Officers) and 15 national staff. Eight of the 19 finance assistants would be deployed to the four sectors (1 General Service and 1 United Nations Volunteer in each sector).

86. The Personnel Section would be headed by a Chief Civilian Personnel Officer (P-5), supported by one administrative clerk (national staff), who would recruit, administer and manage national staff, administer entitlements of international civilian and police personnel, provide for the post management, career development and training of staff. The Section would include the Personnel Management and Administration, National Staff, and International Staff Units.

87. The Section would comprise 22 staff (1 P-4, 1 P-3, 6 Field Service, 1 National Officer, 10 national staff and 3 United Nations Volunteers) who would implement personnel policies and procedures, administer staff consultations and grievance procedures, review disciplinary cases and cases of alleged misconduct, administer promotions, special post allowances, deployment and redeployment of staff and post management.

88. One personnel officer (P-4), supported by two personnel assistants (Field Service), a recruitment assistant (United Nations Volunteer) and three personnel clerks (national staff), would be responsible for recruitment, administration and management of national staff.

89. One personnel officer (P-3), supported by two recruitment and placement assistants (Field Service) and six personnel assistants (5 national staff and 1 United Nations Volunteer) would be responsible for identifying international staff recruitment needs and prioritizing the same. The team would also monitor and follow up on filling up of posts, maintaining the rosters of internal placement of staff, analysing projected vacancies, processing of personnel administrative actions, briefing new staff members and maintaining mission-wide attendance records. A training officer (Field Service), one training assistant (National Officer), a training coordinator (Field Service) and two training clerks (1 United Nations Volunteer and 1 National Staff) would identify the training requirements, develop and implement training courses and mission-wide technical and language training programme.

90. The Procurement Section would be headed by a Chief Procurement Officer (P-5) who would be responsible for local and international procurement of goods and services for the Mission, would develop procurement sources and maintain a roster of vendors, conduct market surveys and monitor contract implementation. The Section would include the Contracts, Purchasing, Processing and Regional Support Units.

91. At Mission headquarters in Monrovia, the Chief Procurement Officer would be supported by 33 staff (3 P-4, 4 P-3, 9 Field Service, 6 United Nations Volunteers and 11 national staff). A regional procurement sub-office would be established in Freetown. This choice is rationalized by the stable market, established United Nations procurement standards and the existing infrastructure provided by UNAMSIL. The regional office would be staffed by five staff (1 Field Service, 1 General Service, 2 national staff).

92. The General Services Section would be headed by a Chief General Services Officer (P-5) and would be supported by four staff (1 P-2, 1 General Service, 1 United Nations Volunteer and 1 national staff). The Section would provide for the processing of claims and property survey cases, travel arrangements and visa services, mail/pouch operations, documents reproduction services, registry and electronic archives, facilities and transit camp management services. The Section would include the following six units: Claims and Property Survey (including Board of Inquiry); Travel, Traffic and Visa; Registry and Archives; Mail/Diplomatic Pouch, Receiving and Inspection and Transit Camp Management.

93. The Claims, Property and Survey Board Unit would comprise the Chief of Unit (P-4) and seven other staff (1 P-3, 1 Field Service, 1 General Service, 4 national staff) who would process third-party claims against the United Nations, claims for loss or damage to personal effects of Mission personnel, property write-offs and service the Local Property Survey and Local Claims Review Boards.

94. The Travel, Traffic and Visa Unit would be headed by a travel/visa officer (P-3), supported by 12 staff (2 Field Service, 2 General Service, 2 United Nations Volunteers and 6 national staff). The Unit would be responsible for official travel and visa arrangements, liaison with airport and immigration authorities, as well as transportation of staff to and from the airport.

95. The Registry and Archive Unit would be headed by a Field Service officer, and assisted by one United Nations Volunteer and four national staff. The Unit would also be responsible for archives and records management, documents imaging, documents reproduction and printing, which is expected to be substantial in support of public information and other substantive areas. The Unit would establish and manage the Mission's electronic archives and documents reproduction.

96. The Mail/Diplomatic Pouch Unit would be supervised by a Field Service officer supported by one United Nations Volunteer and two national staff. The Unit would be responsible for delivering and collecting the incoming and outgoing mail, including contingent mail, and for managing the pouch operations throughout the mission area.

97. The Receipt and Inspection Unit would be supervised by a P-3 officer and supported by 17 staff (1 P-2, 4 Field Service, 4 United Nations Volunteers, 8 national staff). The Unit would be responsible for the receipt and inspection of all commodities at all locations throughout Liberia. Staff would conduct the inspection of food and fuel at the bulk delivery points in the sectors, inspect and record the receipt of all assets and consumables. During the course of inspection if they observe any irregularities then they would produce damage and discrepancy reports.

98. The Transit Facilities Management Unit would be supervised by one P-3 officer and supported by one Field Service officer and three national staff to manage the facilities and camps. The Unit would also be assisted by trade's personnel

(carpenter, plumber and electrician, etc.) on an as-required basis from the Engineering Section.

99. The Medical Section would be headed by a Chief Medical Officer (P-5), who would coordinate and deliver integrated civilian-military medical services, organize medical care, health maintenance and preventive medical treatment of all UNMIL personnel, coordinate medical and casualty evacuations within and outside mission area, plan for medical contingencies, provide for inspection of contingent-owned and operated medical facilities.

100. In Monrovia, the Section would comprise one P-3 officer, five United Nations Volunteers and nine national staff who would provide medical services to the Mission's personnel in Monrovia, operate two clinics and laboratories and arrange hospitalization of UNMIL personnel, as required. The Section would deploy two United Nations Volunteers at each of the three of the four sectors (Monrovia Sector excluded) and nine national staff.

101. The Counselling Unit would comprise one P-4, one Field Service, two United Nations Volunteers and one national staff who would work with the staff on stress management and counselling. They would also assist the staff in dealing with any personal problems arising from the harsh living conditions in the mission area.

102. The United Nations Volunteers Support Unit would comprise four United Nations Volunteers who are responsible for the management of all the United Nations Volunteers in the Mission.

Integrated Support Services

Proposed 2003/04 staffing establishment

	Professional category and above				*General Service and related categories*						
	USG -ASG	*D-2 -D-1*	*P-5 -P-4*	*P-3 -P-1*	*Field Service*	*General Service*	*Security Service*	***Total international***	*National staff*	*United Nations Volunteers*	***Total***
Mission headquarters	—	1	22	33	70	14	—	**140**	263	80	**483**
Field offices	—	—	1	8	66	—	—	**75**	193	61	**329**
Total	—	**1**	**23**	**41**	**136**	**14**	—	**215**	**456**	**141**	**812**

103. The Integrated Support Services would be headed by a Chief of Integrated Support Services (D-1) who would plan, coordinate and deliver the technical and logistical support to the Mission's substantive, military and civilian police components, including the integrated civilian-military logistics support planning, implement engineering projects and maintenance of buildings, air and transport operations, communications and information technology services, provision of general supplies and movement of equipment, goods and supplies throughout the mission area. The Integrated Support Services would also be responsible for the asset management and inventory control of all United Nations assets, and management of the memorandums of understanding with troop-contributing countries for arrival and periodic verification of contingent-owned equipment and self-sustainment of the contingents.

104. The organizational structure of the Integrated Support Services would comprise the Office of the Chief, Joint Logistics Operations Centre, the Supply Section, Engineering Section, Communications and Information Technology Section, Movement Control Section, Transport Section and Aviation Section. In addition, the Service would be responsible for the Property Control Unit, Asset Disposal Unit and Contingent-owned Equipment Verification Unit.

105. The Office of the Chief of Integrated Support Services would comprise eight staff (1 P-5, 1 P-4, 2 Field Service, as well as 2 United Nations Volunteers and 2 national staff). The team would assist the Chief of the Service in the discharge of his or her functions, which would include but not be limited to planning and coordination of the logistical and technical support activities of the Mission and follow-up on operational matters with the Service's sections. The Integrated Support Services would maintain close contact with the Office of the Chief of Administrative Services, Chief of Staff of the Force headquarters, the Civilian Police Commissioner, the Chief Military Observer and other section chiefs of the Administrative Service in matters related to the coordinated implementation of mission support plans.

106. The Joint Logistics Operation Centre would be headed by a Chief Officer (P-5) who, via an organization integrated with the military logistic staff, would provide the logistic support to the Mission. The Centre would control the deployment, redeployment and sustainment within the mission area of military contingents and coordinate the planning and provision of logistic support to humanitarian operations. The Centre in Monrovia would consist of a plans cell and cells for each of the United Nations-supplied logistics services, that is, fuel, food, water and transport operations. In Monrovia, the Centre would comprise 29 staff (4 P-4, 5 P-3, 4 Field Service, 4 United Nations Volunteers, 2 General Service staff, 10 national staff). The staff would coordinate, direct and monitor logistic operations in the field, coordinate implementation of logistical support tasks between Integrated Support Services/ Sections, collect information on logistical support requirements in the field and maintain databases and conduct regular field assessment missions. The Joint Logistics Operation Centre would also deploy four other small detachments at the four Brigade headquarters which would also be the sector headquarters. Each detachment would consist of one P-3 officer, two Field Service officers and four national staff.

107. The Movement Control Section would be headed by a Chief Movement Control Officer (P-5) who would coordinate the air, river, sea and surface cargo and personnel movement requirements, the deployment, rotation and repatriation of military contingents and military observers, contingent-owned and United Nations-owned equipment, personal effects of civilian personnel to and from and within the mission area, customs clearance, including dangerous goods, administer the movement of civilian and military personnel in the mission area, passenger and cargo handling and warehousing operations. The section would be responsible for movement of large amounts of cargo and personnel to and from the disarmament, demobilization, rehabilitation and reintegration camps. The Section would comprise a Joint Movement Control Centre, an Air Movement Unit, Sea Movement Unit and a Road Movement Unit.

108. The Joint Movement Control Centre would plan and control all movements and consist of eight staff (1 P-4, 2 P-3, 2 Field Service, 3 General Service). The Air

Movement Unit would control the manifesting and loading of all United Nations aircraft and receiving and controlling all air cargo. It would consist of one P-4 officer, two P-3 officers and detachments for each sector. The detachment for Sector 1, including Roberts International Airport, would consist of three Field Service Movement Control Officers and four national staff. The detachments for the other Sectors would consist of one Field Service and one United Nations Volunteer assisted by two national staff. The Sea Movement Section would be responsible for operating Monrovia, Freeport and would consist of two Field Service officers, two United Nations Volunteers and two national staff.

109. The Engineering Section would be headed by a Chief Engineer (P-5), who would plan engineering work in the mission area, implement construction and buildings and facilities refurbishment projects and supervise implementation of contractual engineering work, arrange for the maintenance of the Mission's office premises and accommodation facilities, administer engineering stores and supplies, provide for the installation and operation of water-purification and bottling plants and supervise the rehabilitation as necessary of the airfields. In Monrovia, the Section would comprise one P-4, one P-3, two United Nations Volunteers and two General Service staff. The section would be further divided into four Units: Project Planning and Design, Material Management, Building and Camp Management, and Outstations Management.

110. The Project Planning and Design Unit would comprise one P-3 officer, three United Nations Volunteers and two national staff. This Unit would be responsible for developing all plans and design and specification for civil, electrical and mechanical works for issuance of tendering or in-house implementation by the section. The Unit would also be capable of undertaking computer-aided design.

111. The Material Management Unit would be headed by a P-3 officer and would include one Field Service, one General Service and five national staff. The Unit would be responsible for managing the engineering stores and accounting for the same throughout the mission area. This would include warehousing, as well as supply and distribution and reordering function of all engineering stores, including those issued to the military contingents.

112. The Building and Camp Management Unit would be supervised by a P-3 officer and would consist of three Field Service, nine United Nations Volunteers and 48 national staff. They would be responsible for maintaining all United Nations facilities and installations within Monrovia, including the sea and airport terminals used by UNMIL.

113. The Outstations Management Unit would be responsible for the repair and maintenance of existing facilities, as well as construction of new facilities and installations throughout the Mission. The Unit Chief (P-3) would be assisted by one P-3 officer, four Field Service officers, nine United Nations Volunteers and 20 national staff. This Unit would maintain close liaison with the Force Headquarters and plan all the engineering works within the jurisdiction of the Monrovia sector limits. It would also coordinate the work of the three other sector engineering teams.

114. The three sector engineering teams would each consist of one P-3 officer, six Field Service officers, nine United Nations Volunteers and 24 national staff and would be co-located with the sector headquarters. They would undertake all the engineering works within their respective sectors. The electricians, generator

mechanics, carpenters, plumbers, masons, welders, heavy equipment drivers, water plant and air-conditioning technicians would form part of the team of engineers in the sectors.

115. The Aviation Section would be headed by a Chief Aviation Officer (P-5) who would plan and coordinate the utilization of the Mission's air assets, including commercial aircraft and military aircraft, implement a coordinated air support system throughout the mission area, develop and implement aviation standard operating procedures, be responsible for the operational control of the air charter contracts, airfield services and airfield rehabilitation projects, manage air terminal operations, arrange for surveys and assessment of the remote sites airfields and helicopter landing zones, provide threat assessment, aeronautical and meteorological information to aircrews, liaise with national and international aviation authorities and provide flight clearances and flight following.

116. The Section would comprise Air Operations, Contract Administration, Airfield Services and Technical Compliance Cells. These cells would comprise 33 staff (1 P-4, 5 P-3, 5 Field Service, 4 General Service, 4 United Nations Volunteers, 14 national staff).

117. The Communications and Information Technology Section would be headed by a Chief Communications and Information Technology Officer (P-5), supported by five staff (1 P-3, 1 Field Service, 2 national staff, 1 United Nations Volunteer). The Section would be responsible for the planning, installation and maintenance of all communications and information technology infrastructure and systems in the mission area. Considering that the Section would manage a large number of staff and a large inventory of high-cost equipment, as well as being responsible for budgetary and financial matters, including tracking and accounting for cost of commercial communications which include official as well as private communication, it is essential that the Section have an organizational unit organic to its structure to deal with all the administrative and financial matters. The Section would thus include an administrative unit (customer support unit) in addition to the Communications Unit and the Information Technology Unit.

118. The Communications Unit would be headed by a Chief Communications Officer (P-4), who would be assisted by 31 staff (6 Field Service, 4 United Nations Volunteers, 21 national staff) and would be responsible for the installation, operation and maintenance of the communications infrastructure and systems throughout the mission area, inclusive of very small aperture terminal (VSAT) systems, telephone exchanges, repeaters and transmitters, microwave links and radio studios and relays. The Unit would also deploy seven Field Service officers, eight United Nations Volunteers and twelve national staff to sectors East, West, North and Monrovia.

119. The Administrative Unit would consist of asset management and customer support. It would be supervised by a Field Service Officer and would be responsible for all financial implications related to the asset management, including communications spare parts stores and supplies and telephone billing, as well as the management of the radio room and the central telephone switchboard. The Unit would be staffed by five Field Service officers, five United Nations Volunteers and ten national staff at Mission headquarters. In addition, three Field Service officers, three United Nations Volunteers and six national staff would be deployed to three of the four sectors for asset management, telephone billing and other customer support functions.

120. The Information Technology Unit would be headed by a Chief Information Technology Officer (P-4), who would be responsible for the operation, maintenance and repair of the Mission's information technology networks and infrastructure, application development, networks security, access control and data integrity, applications and database systems administration, user support and training. The Unit would include one P-3 officer, three P-2 officers, four Field Service officers, 10 United Nations Volunteers and six national staff who would perform day-to-day operations and maintenance of the information technology infrastructure and applications systems.

121. The Unit would deploy three P-2 officers, six Field Service officers, six United Nations Volunteers and twelve national staff to sectors East, West and North. Monrovia Sector would be taken care of by the headquarters staff.

122. The Transport Section would be headed by a Chief Transport Officer (P-5) who would plan, organize and control the Mission's vehicular transportation services, arrange for the maintenance and repair of the Mission's vehicle fleet and operation of vehicle workshops, allocate and distribute vehicles, formulate and implement road safety standards and procedures and maintenance guidelines, manage spare parts stores and supplies, provide dispatch services. The Section would comprise a Deputy Chief Transport Officer (P-4), one General Service staff, two national staff and one United Nations Volunteer, who would assist the Chief Transport Officer in the preparation of the budget and monitoring of the financial transactions of the Section. They would also raise requisitions for new acquisitions and control the imprest accounts at all locations. The Section would be further subdivided into two Units, namely Fleet Operations and Fleet Maintenance and Management.

123. The Fleet Operations Unit would be supervised by a P-3 officer, and supported by a total of 70 staff (6 Field Service, 9 United Nations Volunteers, 55 national staff). The Fleet Operations Unit would be responsible for maintaining liaison with contingents, as well as for testing, training and issuance of driving permits, inventory control and asset management, tasking and utilization of heavy and light fleet. The Unit would also be responsible for provision of drivers to all passenger vehicles and utility vehicles.

124. The Fleet Maintenance and Management Unit would be directly supervised by a P-3 officer and would be responsible for maintenance of vehicles at both Mission headquarters and in the sectors, as well as for the management of spare parts stores. The Unit would also monitor and take actions to prevent accidents. In addition to the unit chief, the staff would comprise 13 Field Service officers, 55 national staff and 17 United Nations Volunteers.

125. The above staffing is required to efficiently manage the mixed fleet of United Nations-owned vehicles and engineering equipment (approximately 1,350 vehicles and trailers) which would be utilized by both civilian and military members of the Mission. In addition to headquarters locations, adequate staffing would be deployed to the four sectors to provide maintenance and repair services, fuel and water distribution services, plus dispatch and recovery services 24 hours a day, seven days a week.

126. The Property Control and Inventory Unit would be responsible for the control and maintenance of the Mission's assets inventory, including maintenance of the

field assets control system. The Unit would be headed by a P-4 officer and would have two cells, one for database management and generating reports and the second for field inspection and verification of all United Nations-owned equipment in the field. The Database Management Cell would comprise one P-3 officer, three Field Service officers and six national staff. The cell would be responsible for the management and maintenance of the Mission's field assets control system, invertory, and asset write-off reports. The Field Inspection and Verification Cell would be responsible for verification of equipment in the field and would be staffed by one Field Service officer as supervisor and teams consisting of four Field Service officers, four United Nations Volunteers and six national staff. Their main function would be to visit all deployment areas throughout the territory of Liberia and check United Nations-owned equipment for identification (bar code) and status-of-condition reports.

127. The Contingent-owned Equipment and Verification Unit would be responsible for management of memorandums of understanding in an estimated amount of approximately $72 million up to the period ending 30 June 2004. UNMIL is mandated to have 15,000 military personnel from some 22 countries with a variety of complex military hardware. It is proposed that the chief of the unit be at the P-4 level. The section would be responsible for the conduct of the arrival of contingent-owned equipment, periodical and repatriation inspections and verifications, preparation of inspection, verification and contingent self-sustainment reports and maintaining databases, as well as arranging for the training of contingent personnel in the United Nations contingent-owned equipment policies and procedures. The section would comprise two units, namely the Database Management and Reporting Unit and the Inspection and Verification Unit. The database management unit would be based at Mission headquarters in Monrovia, while the Inspection and Verification Unit would visit all the contingents for physical inspection to ascertain the operational readiness of the major equipment as well as to ascertain the self-sustainment of the troops for various categories as per memorandum of understanding standards. The total strength of these units would be 21 staff (1 P-4, 1 P-3, 7 Field Service, 4 United Nations Volunteers, 8 national staff).

128. The Supply Section would be headed by a Chief Supply Officer (P-5), who would implement the Mission's expendable and non-expendable commodities supply programme, administer and arrange for replenishment of specialized stores and general supplies. The Supply Section would be responsible for warehousing and distribution of supplies throughout the mission area. The Section would include a Planning Unit, an Inventory Control and Requisitioning Unit, Warehouse Unit and supply detachments in the sectors and would comprise 69 staff (1 P-4, 1 P-3, 13 Field Service, 1 General Service, 4 United Nations Volunteers and 49 national staff).

129. An independent Asset Disposal Unit would be established under the Chief of Integrated Support Services, which would take over all damaged and non-usable assets which have been processed through the Property Survey Board and recommended for disposal. Soon after the issuance of the provisional condemnation certificate by the asset holder, the assets would be transferred to this Unit in order to prevent any possible fraudulent use of the condemned equipment. The organization of the Unit would evolve gradually with the Mission's maturity. It is proposed that, at this time, the Unit comprise one P-3 officer, one Field Service officer and five national staff.

III. Analysis of resource requirements

(Thousands of United States dollars)

Remarks

The analysis of resource requirements presented below reflects justification from a zero base.

Military and police personnel

	Cost estimates
Military observers	$5,507.5

130. Provision of $5,507,500, including expenditures of $221,700 for the period ended 30 September 2003 under this heading, reflects requirements for the 215 military observers with respect to mission subsistence allowance, emplacement travel, clothing allowance and death and disability compensation. Requirements are based on the phased deployment of military observers and reflect a 35 per cent delayed deployment factor in respect of the period from 1 October 2003 to 30 June 2004.

	Cost estimates
Military contingents	$179,137.7

131. Provision of $179,137,700 under this heading includes expenditures of $174,300, as at 30 September 2003, and reflects requirements for the 14,785 military contingents, including 145 staff officers with respect to standard troop cost reimbursement, emplacement and rotation travel, daily allowance, clothing allowance, rations, recreational leave allowance, welfare and death and disability compensation. Included under this heading are reimbursement for contingent-owned equipment, and freight for the deployment of contingent-owned equipment. Requirements are based on the phased deployment of military contingents and reflect a 35 per cent delayed deployment factor in respect of the period from 1 October 2003 to 30 June 2004.

	Cost estimates
Civilian police	$12,817.4

132. Provision of $12,817,400 under this heading reflects requirements for the 755 civilian police officers with respect to mission subsistence allowance, emplacement travel, clothing allowance and death and disability compensation. Requirements are based on the phased deployment of civilian police officers and reflect a 35 per cent delayed deployment factor in respect of the period from 1 October 2003 to 30 June 2004.

	Cost estimates
Formed police units	$2,824.7

133. Provision of $2,824,700 under this heading reflects requirements for the 360 formed police personnel with respect to standard formed police units cost reimbursement, emplacement and rotation travel, daily allowance, clothing allowance, rations, recreational leave allowance, welfare and death and disability compensation. Requirements are based on the phased deployment of formed police units and reflect a 35 per cent delayed deployment factor in respect of the period from 1 October 2003 to 30 June 2004.

Civilian personnel

	Cost estimates
International staff	$40,428.1

134. Provision of $40,428,100 is inclusive of the expenditure of $1,891,500 pertaining to the period ended 30 September 2003 and reflects requirements with respect to international staff salaries, staff assessment, common staff costs, including hazardous duty station allowance and mission subsistence allowance. The New York standard salary scale was applied to 70 per cent of the proposed posts. Staff costs for the remaining 30 per cent of posts are based on salary scales for appointments of limited duration with 50 per cent reduction factored in with respect to common staff costs for this category of staff. Requirements are adjusted by a 50 per cent vacancy factor in respect of the period from 1 October 2003 to 30 June 2004.

	Cost estimates
National staff	$3,550.9

135. Provision of $3,550,900 under this heading reflects requirements with respect to national staff salaries, staff assessment, and common staff costs, including hazardous duty station allowance. Requirements for 38 National Officers and 730 national staff are adjusted by a 30 per cent vacancy rate in respect of the period from 1 October 2003 to 30 June 2004. The computation of national staff costs is based on the local salary scales for General Service staff and National Officers, respectively.

	Cost estimates
United Nations Volunteers	$7,676.3

136. Provision of $7,676,300 under this heading represents the estimated cost for 286 United Nations Volunteers and is adjusted by a 30 per cent vacancy rate in respect of the period from 1 October 2003 to 30 June 2004.

	Cost estimates
Consultants	$454.4

137. Provision of $454,400 under this heading represents the estimated cost of contracting on short-term basis international and local consultants to conduct surveys and workshops in the areas of human rights, electoral processes, civil society, journalism, and disarmament, demobilization and reintegration, as well as to conduct internal training.

	Cost estimates
Official travel	$1,980.9

138. Provision of $1,980,900 is inclusive of the expenditure of $580,900 pertaining to the period ended 30 September 2003 and covers official travel in connection with training and non-training activities. Requirements for non-training travel cover travel of the initial survey assessment team and travel of the senior Mission officials to United Nations Headquarters in New York and to the neighbouring countries and the region, and of the Headquarters staff to the Mission for meetings and consultations as well as to provide technical and administrative support in Logistics Support Division/Engineering, security, aviation safety, transport and movement, procurement and contracts management, personnel administration, communications and information technology. Requirements for travel in connection with training activities cover participation of UNMIL staff in the training programmes in management, logistics operations, ground transportation, air operations and movement, engineering, general services, security, HIV/AIDS awareness, information technology and communications.

	Cost estimates
Facilities and infrastructure	$107,380.1

139. The Mission will establish headquarters in Monrovia and deploy military and civilian personnel to 4 sectors and 15 counties (districts) throughout the country. To provide adequate office space, UNMIL will rent, upgrade and maintain office buildings and facilities and will undertake a number of engineering projects to refurbish, renovate and equip them, as well as to ensure adequate security arrangements and uninterrupted provision of electric power in team sites.

140. Provision of $107,380,100 under this heading is inclusive of the expenditure of $138,800 pertaining to the period ended 30 September 2003 and reflects requirements for the acquisition of prefabricated facilities, bridges, refrigeration equipment, generators, water-purification equipment, water and septic tanks, accommodation equipment, fuel tanks and pumps, office furniture and equipment, security and safety equipment, as well as for the rental and maintenance of premises and equipment, spare parts, supplies and utilities, alteration, renovation and construction projects, security services, field defence supplies, petrol, oil, and lubricants, as well as sanitation and cleaning materials. Included also are requirements for the self-sustainment of military contingents and acquisition of facilities and equipment required for the disarmament, demobilization and reintegration activities of the Mission. The estimated cost of equipment

requirements represents 75 per cent of the total proposed requirements of the Mission, to take into account delayed deployment factors. In the provision under this heading is an amount of $8,829,100 representing replacement cost for equipment transferred from the strategic deployment stocks.

	Cost estimates
Ground transportation	$46,607.5

141. The Mission would operate and maintain a fleet of 1,352 vehicles comprising 5 light passenger vehicles, 772 general purpose and 16 armoured (4x4) vehicles, 137 4x4 utility vehicles, 5 troop-carrying patrol vehicles, 108 light, medium and heavy buses, 4 vans, 9 ambulances, 13 road construction vehicles, 189 light, medium and heavy trucks, 49 trailers and 45 forklifts and loaders. Of the proposed fleet, 579 vehicles will be transferred from the strategic deployment stocks and 23 from the United Nations Logistics Base at Brindisi, Italy and other missions. The proposed vehicle establishment for the period is based on the established vehicle ratios for the military and civilian personnel.

142. Provision of $46,607,500 under this heading is inclusive of expenditures of $18,800 pertaining to the period ended 30 September 2003 and reflects 75 per cent of the cost of the above total proposed requirements of the Mission, to take into account delayed deployment factors. It includes also the cost of acquisition of necessary workshop equipment and of the vehicle fleet operating costs comprising repairs and maintenance, spare parts, petrol, oil and lubricants and liability insurance. Provision is also made for the short-term rental of handling equipment and for the rental of vehicles for the disarmament, demobilization and reintegration activities of the Mission. In the provision under this heading is an amount of $14,007,200 representing replacement cost for equipment transferred from the strategic deployment stocks.

	Cost estimates
Air transportation	$65,428.0

143. In order to provide for the protection of troops, armed escort and deterrence, as well as for the movement of personnel and cargo, supply and re-supply of team sites in the interior of the country, medical and casualty evacuation, as well as in view of the prevailing security situation and road conditions requiring an extensive use of rotary wing assets, the Mission would maintain a fleet of 28 helicopters, comprising eight medium MI-8 MTV passenger-cargo helicopters, eight MI-8 MT, four MI-26T, and eight military MIL-24 gunships. In order to provide for long-range casualty and aeromedical evacuation, passenger and cargo flights within the region, heavy lift cargo missions in support of mission start-up, and for the movement of the head of mission within the subregion, the Mission would also maintain three fixed-wing aircraft, comprising one light passenger B-200 aircraft, one high-speed medium range jet and one IL-76.

144. Provision of $65,428,000 under this heading is inclusive of the expenditure of $8,700 pertaining to the period ended 30 September 2003 and reflects requirements for the aircraft rental and operating costs comprising aviation fuel, oil and lubricants, liability insurance and aircrew subsistence allowance, as well as landing

fees and ground handling. Included also under this heading are requirements for equipment and services to cover infrastructure support at airports, as well as air transport cost related to the disarmament, demobilization and reintegration activities of the Mission. It is expected that the fixed-wing aircraft will be fully deployed by December 2003 and the helicopters by February 2004.

	Cost estimates
Naval transportation	$7,116.0

145. Provision of $7,116,000 under this heading reflects requirements for military ships and fast patrol boats, as well as for the hiring of coastal tugs and barges for six months, including operating costs comprising liability insurance and petrol, oil and lubricants.

	Cost estimates
Communications	$30,108.5

146. During the budget period, the Mission would establish an integrated communications network in order to support secure and reliable transmission of voice and data information between its headquarters and team sites, as well as between the Mission and United Nations Headquarters in New York. Provision of $30,108,500 under this heading is inclusive of expenditures of $3,273,100 pertaining to the period ended 30 September 2003 and reflects requirements for the acquisition of various items of satellite, radio and telephone equipment and spare parts, as well as public information equipment to support the public information activities of the Mission. The estimated costs of the communications equipment represent only 75 per cent of the total proposed requirements of the Mission, to take into account delayed deployment factors. Included also under this heading are commercial communications comprising usage and lease charges for the satellite and regular communications, communications support services required during the initial period upon installation of equipment, as well as for public information services. Included also are requirements for the self-sustainment of military contingents. In the provision under this heading is an amount of $2,378,500 representing replacement cost for equipment transferred from the strategic deployment stocks.

	Cost estimates
Information technology	$11,206.7

147. In order to provide for the efficient electronic data processing and mission-wide services, including e-mail access at team sites, the Mission would install, operate and maintain 1,744 desktop and 553 laptop computers linked by conventional and wireless wide and local area networks. Provision of $11,206,700 under this heading is inclusive of expenditures of $564,400 pertaining to the period ended 30 September 2003 and reflects requirements for the acquisition of various items of information technology equipment, including equipment related to the disarmament, demobilization and reintegration activities of the Mission, spare parts and supplies, software and software licences and fees and information technology

services required during the initial period upon installation of equipment. Provision for the desktop and laptop computers is based on the established ratios for the military and civilian personnel. The estimated costs of information technology equipment represent only 75 per cent of the total proposed requirements of the Mission, to take into account delayed deployment factors. In the provision under this heading is an amount of $1,294,400 representing replacement cost for equipment transferred from the strategic deployment stocks.

	Cost estimates
Medical	$3,864.5

148. Provision of $3,864,500 is inclusive of the expenditure of $198,400 pertaining to the period ended 30 September 2003 and reflects requirements for the establishment of headquarters and sectors level 1 hospitals and the cost of laboratory equipment, as well as for medical supplies and medical services until such time as all facilities are in place, and for the self-sustainment of military contingents. The estimated costs of medical equipment represent only 75 per cent of the total proposed requirements of the Mission, to take into account delayed deployment factors.

	Cost estimates
Special equipment	$3,157.2

149. Provision of $3,157,200 reflects requirements for the acquisition of observation equipment and for the self-sustainment of military. The estimated costs of special equipment represent only 75 per cent of the total proposed requirements of the Mission, to take into account delayed deployment factors.

	Cost estimates
Other supplies, services and equipment	$34,247.9

150. Provision of $34,247,900 under this heading is inclusive of the expenditure of $2,617,700 pertaining to the period ended 30 September 2003 and reflects requirements for various items of other equipment and supplies, air and surface freight and handling charges, other charges and services including training fees, supplies and services, mine detection and clearing services, subscriptions, printing and reproduction, operational maps, uniforms, flags, and decals, personal protection gear, official functions, external audit, general insurance, and bank charges. Included also under this heading are rations cost and compensation payments related to the disarmament, demobilization, rehabilitation and reintegration activities of the Mission.

	Cost estimates
Quick-impact projects	$1,000.0

151. Provision of $1,000,000 under this heading reflects requirements for quick-impact projects aimed at improving local medical, educational and sanitation infrastructure, as well as supporting grass-roots initiatives that would be undertaken in support of the peace process.

IV. Actions to be taken by the General Assembly

152. **The actions to be taken by the General Assembly in connection with the financing of UNMIL are**:

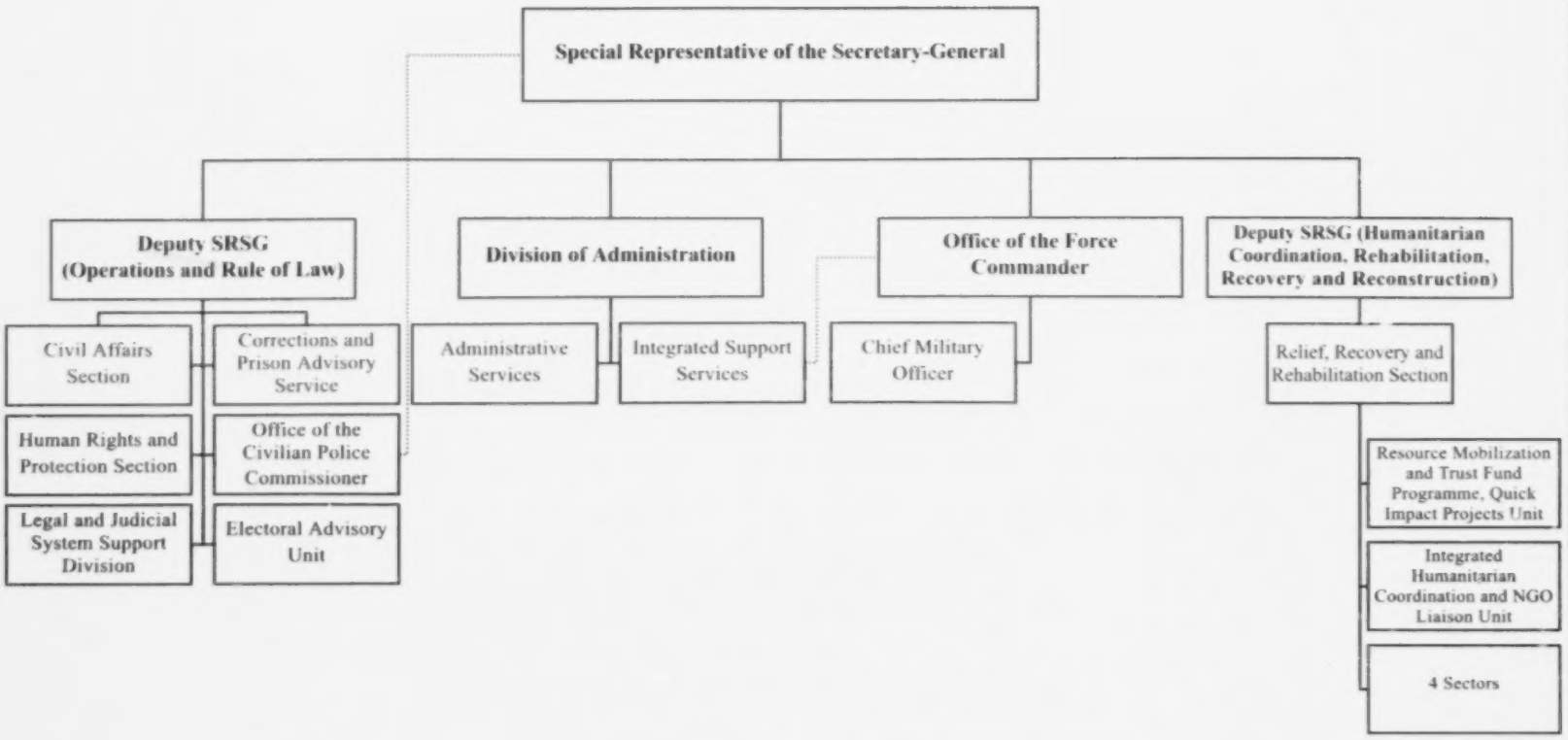
(a) **Establishment of a special account for UNMIL for the purpose of accounting for income received and expenditure incurred in respect of the Mission;**

(b) **Appropriation of the amount of $564,494,300, for the operation of the Mission for the 11-month period from 1 August 2003 to 30 June 2004, inclusive of the amount of $47,462,700 previously authorized by the Advisory Committee for the period from 1 August to 31 December 2003;**

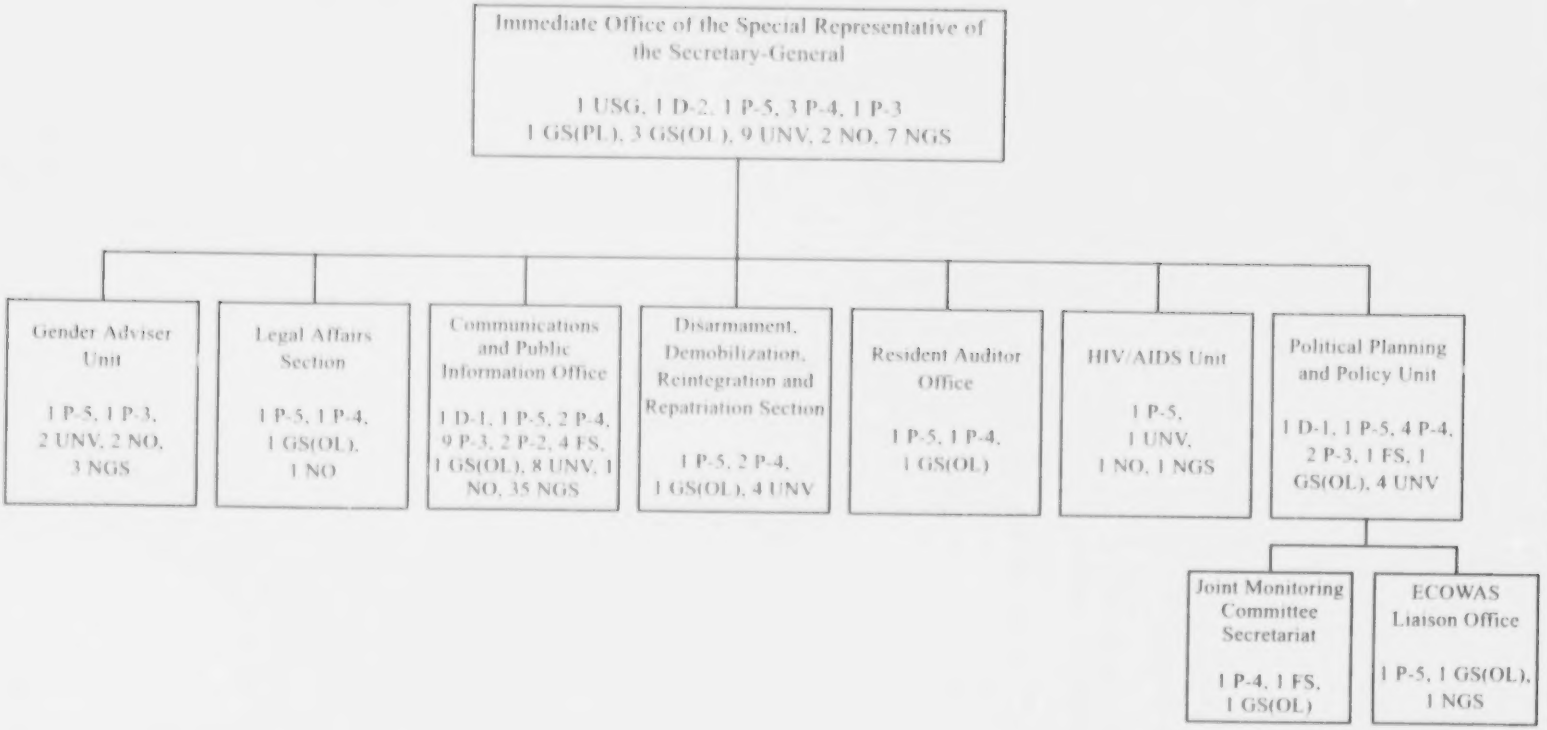
(c) **Assessment of the amount of $564,494,300, for the period from 1 August 2003 to 30 June 2004.**

V. Organization charts

A. Office of the Special Representative of the Secretary-General

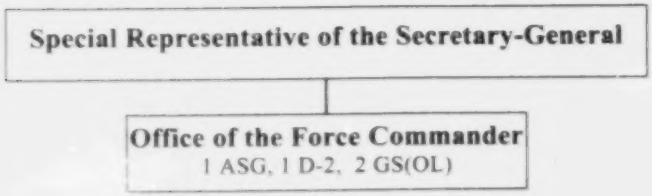

Special Representative of the Secretary-General
Deputy SRSG (Operations and Rule of Law)
Division of Administration
Office of the Force Commander
Deputy SRSG (Humanitarian Coordination, Rehabilitation, Recovery and Reconstruction)
Civil Affairs Section
Corrections and Prison Advisory Service
Human Rights and Protection Section
Office of the Civilian Police Commissioner
Legal and Judicial System Support Division
Electoral Advisory Unit
Administrative Services
Integrated Support Services
Chief Military Officer
Relief, Recovery and Rehabilitation Section
Resource Mobilization and Trust Fund Programme, Quick Impact Projects Unit
Integrated Humanitarian Coordination and NGO Liaison Unit
4 Sectors

B. Immediate Office of the Special Representative of the Secretary-General

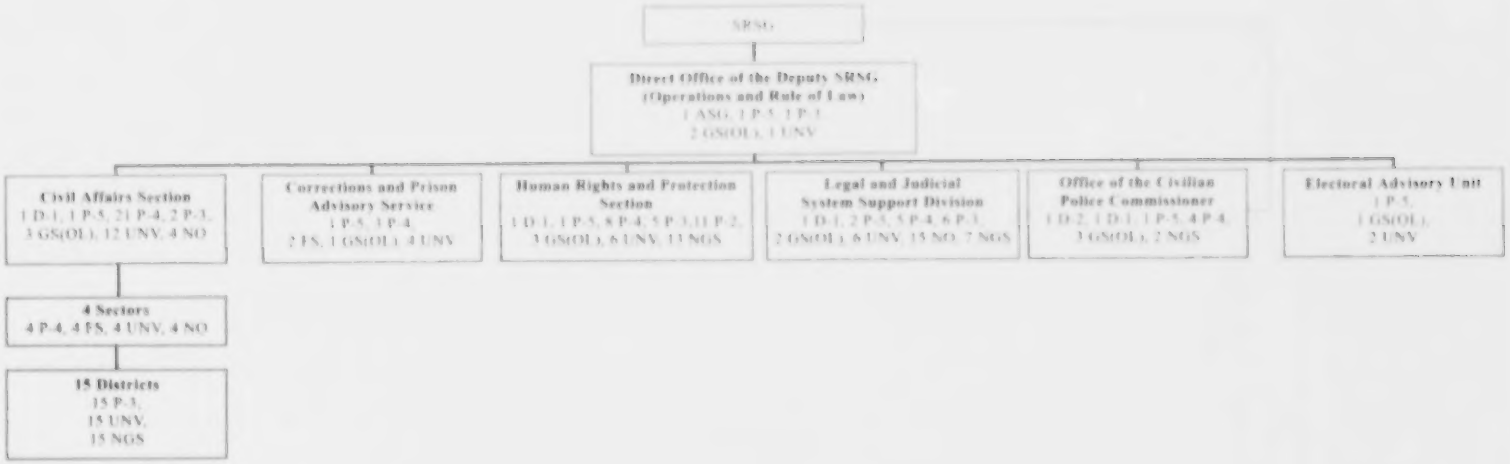

Immediate Office of the Special Representative of the Secretary-General
1 USG, 1 D-2, 1 P-5, 3 P-4, 1 P-3
1 GS(PL), 3 GS(OL), 9 UNV, 2 NO, 7 NGS
Gender Adviser Unit
1 P-5, 1 P-3, 2 UNV, 2 NO, 3 NGS
Legal Affairs Section
1 P-5, 1 P-4, 1 GS(OL), 1 NO
Communications and Public Information Office
1 D-1, 1 P-5, 2 P-4, 9 P-3, 2 P-2, 4 FS, 1 GS(OL), 8 UNV, 1 NO, 35 NGS
Disarmament, Demobilization, Reintegration and Repatriation Section
1 P-5, 2 P-4, 1 GS(OL), 4 UNV
Resident Auditor Office
1 P-5, 1 P-4, 1 GS(OL)
HIV/AIDS Unit
1 P-5, 1 UNV, 1 NO, 1 NGS
Political Planning and Policy Unit
1 D-1, 1 P-5, 4 P-4, 2 P-3, 1 FS, 1 GS(OL), 4 UNV
Joint Monitoring Committee Secretariat
1 P-4, 1 FS, 1 GS(OL)
ECOWAS Liaison Office
1 P-5, 1 GS(OL), 1 NGS

Abbreviations: GS(PL), General Service (Principal level); GS(OL), General Service (Other level); UNV, United Nations Volunteer(s); NO, National Officer(s); NGS, national General Service staff; FS, Field Service.

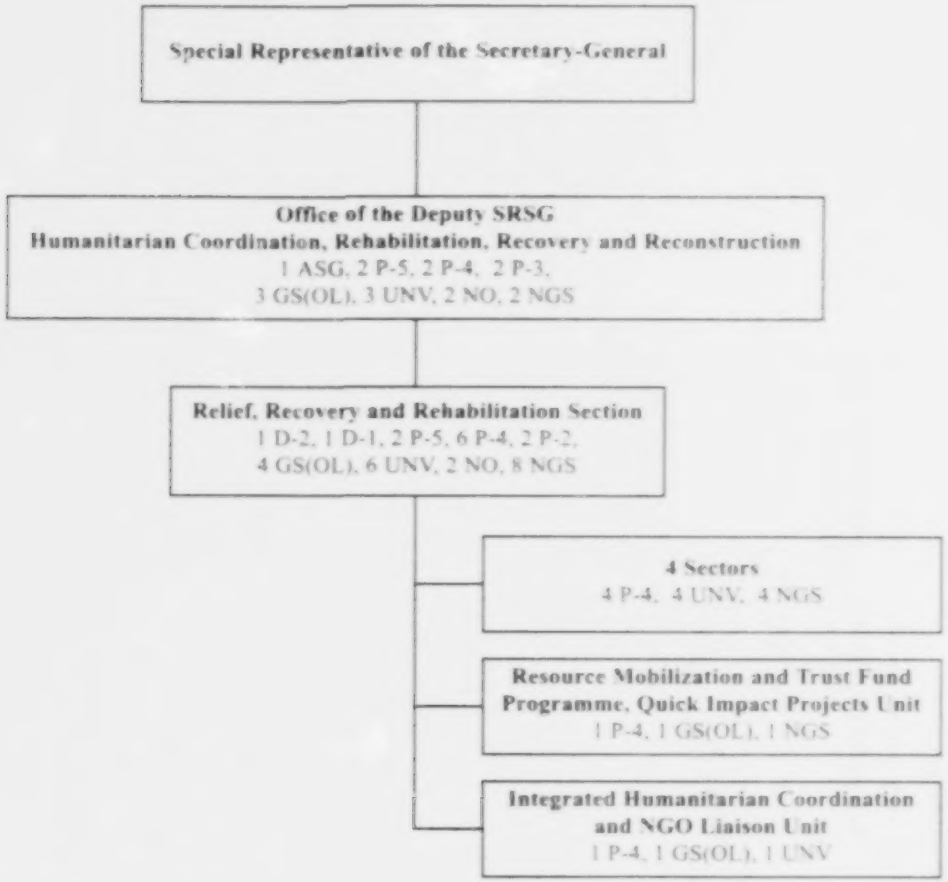
C. Office of the Force Commander



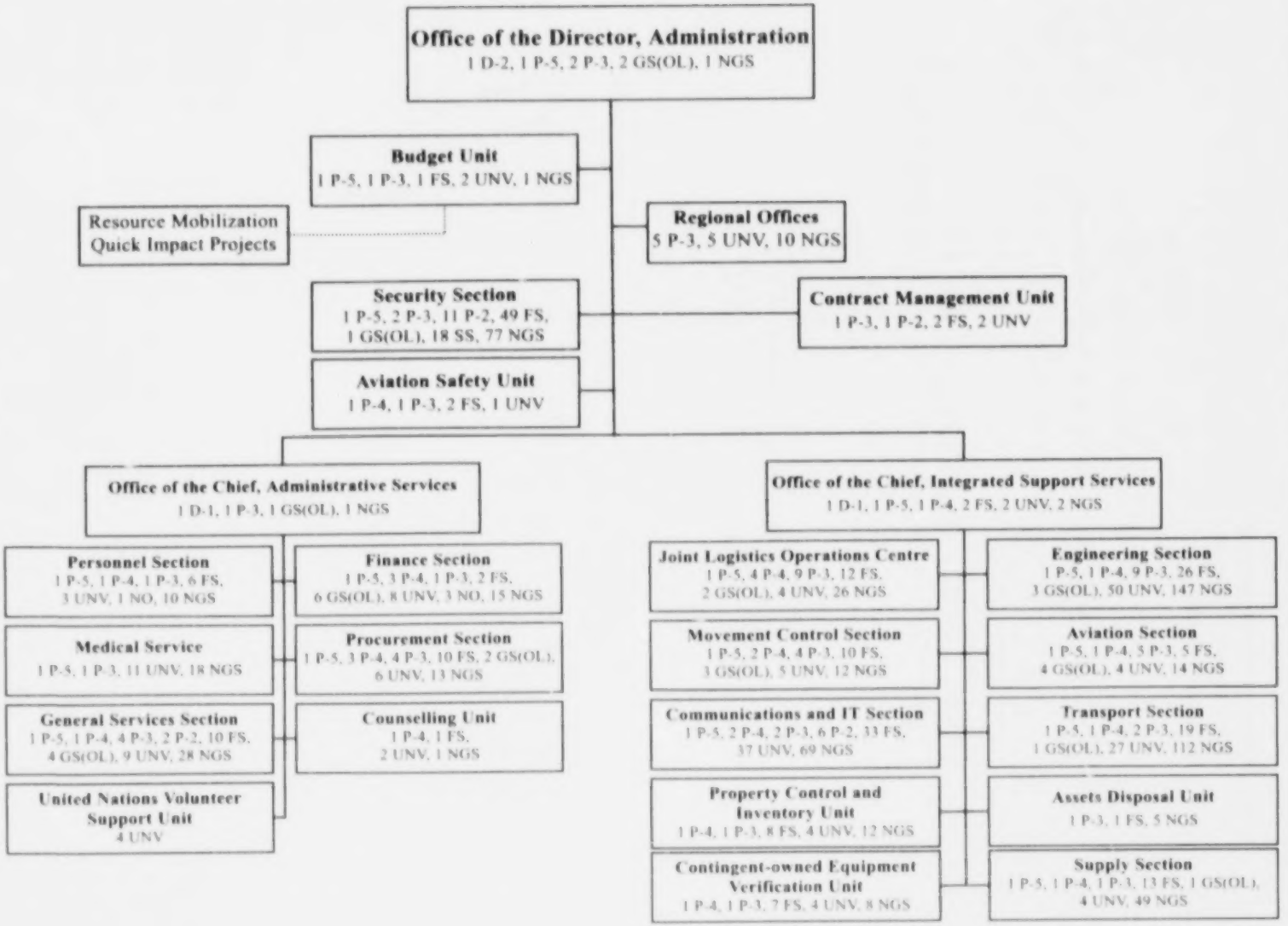
D. Office of the Deputy Special Representative of the Secretary-General (Operations and Rule of Law)


SRSG
Direct Office of the Deputy SRSG (Operations and Rule of Law)
1 ASG, 1 P-5, 1 P-3
2 GS(OL), 1 UNV
Civil Affairs Section
1 D-1, 1 P-5, 21 P-4, 2 P-3,
3 GS(OL), 12 UNV, 4 NO
4 Sectors
4 P-4, 4 FS, 4 UNV, 4 NO
15 Districts
15 P-3,
15 UNV,
15 NGS
Corrections and Prison Advisory Service
1 P-5, 1 P-4,
2 FS, 1 GS(OL), 4 UNV
Human Rights and Protection Section
1 D-1, 1 P-5, 8 P-4, 5 P-3, 11 P-2,
3 GS(OL), 6 UNV, 13 NGS
Legal and Judicial System Support Division
1 D-1, 2 P-5, 5 P-4, 6 P-3,
2 GS(OL), 6 UNV, 15 NO, 7 NGS
Office of the Civilian Police Commissioner
1 D-2, 1 D-1, 1 P-5, 4 P-4,
3 GS(OL), 2 NGS
Electoral Advisory Unit
1 P-5,
1 GS(OL),
2 UNV

E. Office of the Deputy Special Representative of the Secretary-General (Humanitarian Coordination, Rehabilitation, Recovery and Reconstruction)


Special Representative of the Secretary-General
Office of the Deputy SRSG
Humanitarian Coordination, Rehabilitation, Recovery and Reconstruction
1 ASG, 2 P-5, 2 P-4, 2 P-3,
3 GS(OL), 3 UNV, 2 NO, 2 NGS
Relief, Recovery and Rehabilitation Section
1 D-2, 1 D-1, 2 P-5, 6 P-4, 2 P-2,
4 GS(OL), 6 UNV, 2 NO, 8 NGS
4 Sectors
4 P-4, 4 UNV, 4 NGS
Resource Mobilization and Trust Fund Programme, Quick Impact Projects Unit
1 P-4, 1 GS(OL), 1 NGS
Integrated Humanitarian Coordination and NGO Liaison Unit
1 P-4, 1 GS(OL), 1 UNV

F. Division of Administration


Office of the Director, Administration
1 D-2, 1 P-5, 2 P-3, 2 GS(OL), 1 NGS
Budget Unit
1 P-5, 1 P-3, 1 FS, 2 UNV, 1 NGS
Resource Mobilization
Quick Impact Projects
Regional Offices
5 P-3, 5 UNV, 10 NGS
Security Section
1 P-5, 2 P-3, 11 P-2, 49 FS,
1 GS(OL), 18 SS, 77 NGS
Contract Management Unit
1 P-3, 1 P-2, 2 FS, 2 UNV
Aviation Safety Unit
1 P-4, 1 P-3, 2 FS, 1 UNV
Office of the Chief, Administrative Services
1 D-1, 1 P-3, 1 GS(OL), 1 NGS
Personnel Section
1 P-5, 1 P-4, 1 P-3, 6 FS,
3 UNV, 1 NO, 10 NGS
Finance Section
1 P-5, 3 P-4, 1 P-3, 2 FS,
6 GS(OL), 8 UNV, 3 NO, 15 NGS
Medical Service
1 P-5, 1 P-3, 11 UNV, 18 NGS
Procurement Section
1 P-5, 3 P-4, 4 P-3, 10 FS, 2 GS(OL),
6 UNV, 13 NGS
General Services Section
1 P-5, 1 P-4, 4 P-3, 2 P-2, 10 FS,
4 GS(OL), 9 UNV, 28 NGS
Counselling Unit
1 P-4, 1 FS,
2 UNV, 1 NGS
United Nations Volunteer
Support Unit
4 UNV
Office of the Chief, Integrated Support Services
1 D-1, 1 P-5, 1 P-4, 2 FS, 2 UNV, 2 NGS
Joint Logistics Operations Centre
1 P-5, 4 P-4, 9 P-3, 12 FS,
2 GS(OL), 4 UNV, 26 NGS
Engineering Section
1 P-5, 1 P-4, 9 P-3, 26 FS,
3 GS(OL), 50 UNV, 147 NGS
Movement Control Section
1 P-5, 2 P-4, 4 P-3, 10 FS,
3 GS(OL), 5 UNV, 12 NGS
Aviation Section
1 P-5, 1 P-4, 5 P-3, 5 FS,
4 GS(OL), 4 UNV, 14 NGS
Communications and IT Section
1 P-5, 2 P-4, 2 P-3, 6 P-2, 33 FS,
37 UNV, 69 NGS
Transport Section
1 P-5, 1 P-4, 2 P-3, 19 FS,
1 GS(OL), 27 UNV, 112 NGS
Property Control and
Inventory Unit
1 P-4, 1 P-3, 8 FS, 4 UNV, 12 NGS
Assets Disposal Unit
1 P-3, 1 FS, 5 NGS
Contingent-owned Equipment
Verification Unit
1 P-4, 1 P-3, 7 FS, 4 UNV, 8 NGS
Supply Section
1 P-5, 1 P-4, 1 P-3, 13 FS, 1 GS(OL),
4 UNV, 49 NGS